

BEFORE THE
CALIFORNIA BUREAU OF STATE AUDITS (BSA)

In the matter of

Citizens Redistricting Commission (CRC)
Applicant Review Panel (ARP) Public Meeting

555 Capitol Mall, Suite 300
Sacramento, CA 95814

THURSDAY, September 9, 2010
9:15 A.M.

Reported by:
Peter Petty

APPEARANCES

Members Present

Nasir Ahmadi, Chair

Mary Camacho, Vice Chair

Kerri Spano, Panel Member

Staff Present

Stephanie Ramirez-Ridgeway, Panel Counsel

Diane Hamel, Executive Secretary

Candidates

Ronald J. Wilczynski

Bev Perry

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P R O C E E D I N G S

MS. RAMIREZ-RIDGEWAY: The hour being 9:14 and all
Panelists being present, let's go ahead and go back on
record. Our next Applicant, our first Applicant of the
day, is Mr. Ronald Wilczynski. Welcome, Mr. Wilczynski,
how are you?

MR. WILCZYNSKI: Thank you. Very very good,
thanks for asking.

MS. RAMIREZ-RIDGEWAY: Are you ready to begin?

MR. WILCZYNSKI: Yes.

MS. RAMIREZ-RIDGEWAY: Go ahead and start the
clock. What specific skills do you believe a good
Commissioner should possess? Of those skills, which do
you possess? Which do you not possess and how will you
compensate for it? Is there anything in your life that
would prohibit or impair your ability to perform all of
the duties of a Commissioner?

MR. WILCZYNSKI: First of all, thank you for
this opportunity. I actually obviously, like most other
Applicants, have been given these questions and I have
been giving them a lot of thought. I think the first
quality that any Commissioner should have is humility.
Having said that, for at least the next 90 minutes, I'm
going to set that aside, at least with regards to when I'm
discussing myself. But, in terms of a Commissioner, I

1 think that is a major quality, is they have got to realize
2 where they sit in this position, and they are going to be
3 dealing with people, and that leads me to the second part,
4 which is empathy, that they should have empathy with the
5 people that they're going to be dealing with, both with
6 their fellow Commissioners, as well as this is a very
7 people intensive job, it's going to be dealing with a lot
8 of individuals that want to talk to the Commissioners,
9 they want to have their say, they want to contribute to
10 the process, so that empathy is going to be very important
11 to try to understand as best they can where these people
12 are coming from and what it is that they're hoping to give
13 the Commission. Patience. I think anybody that has dealt
14 with people, as I have, patience is very very important
15 and I think that is something a Commissioner should have.

16 With regards to the first four, I would like to
17 think that I have all four of those qualities. Clearly,
18 I'm always working on my patience. Integrity - I think a
19 Commissioner should have integrity. The integrity part of
20 it, at least in my mind, centers around how did I even get
21 to this microphone, and at least with regard to me, I
22 think that anybody that is going to be a Commissioner
23 shouldn't be here because somebody asked them - talking
24 specifically about, whether it is a political party or any
25 other group - I think that an individual that is going to

1 do this should have the welfare of the State and the
2 welfare of the people paramount in their mind as their
3 primary consideration for why they are going to do this
4 job. And my reason for talking about that specifically
5 is, having read some of the different documents that are
6 out there, some of the concerns that people already have
7 about this process, I think that people show up here at
8 this mic should be here because they want to help the
9 State. That is something that, you know, the proverbial
10 kitchen table, my wife and I were sitting there, we saw
11 that the State was looking for - there was going to be a
12 process to look for Commissioners, and we just looked at
13 each other and said this would be something that we ought
14 to contribute to.

15 Let's see what else you've got here - there isn't
16 anything in my life at the moment that would impair my
17 ability to do this job. I'm retired. I do occasional
18 consulting on the side, but for the most part, being
19 retired, I'm actually too young to retire when you get
20 down to it, at age 57. I think another quality that would
21 be extremely important for a Commissioner is life
22 experience. I think that it's important for someone that
23 is going to do this job that they have - they should have
24 accumulated, or it would be useful for them to have
25 accumulated a fair amount of life experience with regards

1 to past jobs, past experience. Past experience is the
2 best predictor of future behavior. There was one other
3 quality that is going through my mind here right now -
4 law. I think that it's important for anybody that is
5 going to do this job that they have an appreciation for
6 the law. Does it mean they have to be an attorney? No,
7 but to appreciate the fact that there is going to be a
8 record, that they are going to help establish that record,
9 that, as part of the process, the people that are going to
10 contribute to this process will also be part of that
11 record, that they understand that there is a Section 203
12 of the Voting Rights Act, they understand that the actual
13 bill itself has a specific set of criteria under which
14 Commissioner would and should operate. I think that
15 knowledge and appreciation for the law is going to be very
16 important. I think I'm good on that.

17 MS. RAMIREZ-RIDGEWAY: Describe a circumstance
18 from your personal experience where you had to work with
19 others to resolve a conflict or difference of opinion.
20 Please describe the issue, and explain your role in
21 addressing and resolving this conflict. If you are
22 selected to serve on the Citizens Redistricting
23 Commission, tell us how you would resolve conflicts that
24 may arise among the Commissioners.

25 MR. WILCZYNSKI: The background would be I was

1 supervising a particular squad called a Cyber Crime Squad
2 here in the Sacramento Area. It occurred to me that there
3 are many agencies, somewhat doing the same mission. All
4 of us were physically separated by agencies throughout
5 this area, Sacramento County, though the organization that
6 I worked for had jurisdiction starting from Bakersfield
7 all the way up to the California border. But it occurred
8 to me that it would be more efficient if we could find a
9 way to put all of these Cyber Crime Investigators from all
10 the agencies - something very simple - in the same
11 building. And the idea, of course, is that you've got
12 many jurisdictions at any particular time that compete -
13 it sounds funny to say "compete," to try to investigate
14 something, but there is a certain amount of that that does
15 go on. So, the proposal that I created was that I was
16 going to create a separate Crime Task Force, not to
17 replace anybody else, but to improve all of the
18 investigative efforts with regards to the local agencies
19 here in the Sacramento area, that includes State, Federal,
20 as well as local.

21 It would be a small understatement to say that I
22 ran into a fair amount of agencies that thought that it
23 might dilute their efforts, it might dilute some of the
24 things that they're doing. It led clearly to a lot of
25 meetings, a lot of discussions. You have to find a way to

1 deal with people, we had to, I had to find a way to deal
2 with these different agencies and agency heads,
3 stakeholders, if you want, to try to encourage them, to
4 try to have them see the vision that I was seeing, and the
5 proof of the success of that is there is a building now
6 where the vast majority of these agencies now operate out
7 of, and this all happened just a little after I retired,
8 but the wheels were set in motion.

9 MS. RAMIREZ-RIDGEWAY: How will the Commission's
10 work impact the State? Which of these impacts will
11 improve the State the most? Is there any potential for
12 the Commission's work to harm the State? And, if so, in
13 what ways?

14 MR. WILCZYNSKI: I think there's no question that
15 if the job is done poorly, it will impact the State.
16 Likewise, if it's done well, it will impact the State.
17 So, the answer is that it will impact the State; there is
18 just no way around it. The point of this Commission is to
19 try to impact the State as best we can, but I think the
20 impacts that will improve the State the most center
21 around, when you look at the statute and the language of
22 the statute, it talks about the idea of considering, you
23 know, the ethnicity, race, there are discussions about a
24 majority, minority Districts, it doesn't say that in the
25 statute, but when you read about other parts of the

1 redistricting process, there is discussion about majority,
2 minority, the whole point that is in doing this job is
3 being mindful of all these considerations, it may very
4 well happen that a District that exists now will not be
5 the same shape, will not have the same contours, will not
6 be maybe as compact as it was now, it will impact the
7 State. It would hopefully impact it positively if the job
8 is done correctly, where maintaining adherence to the
9 requirements of the statute as passed, individuals are
10 protected as they need to be protected, and perhaps they
11 had not been otherwise.

12 The harm to the state would be pretty clear, is if
13 the job is done poorly. I don't think there is any other
14 way to say that.

15 MS. RAMIREZ-RIDGEWAY: Describe a situation where
16 you have had to work as part of a group to achieve a
17 common goal. Tell us about the goal, describe your role
18 within the group, and tell us how the group worked or did
19 not work collaboratively to achieve this goal. If you are
20 selected to serve on the Citizens Redistricting
21 Commission, tell us what you would do to foster
22 collaboration among the Commissioners, and ensure the
23 Commission meets its legal deadlines.

24 MR. WILCZYNSKI: Among the other - I guess we'll
25 call it jobs - that I've held throughout my career is I

1 belong to a group called the High Technology Crime
2 Investigators Association, it is a nonprofit. I've been a
3 member since probably 1992 in the local chapter. I've
4 held every position that could be held, except for
5 Secretary, sorry, that's a hard job. I have also been on
6 something that is called the International Executive
7 Committee, which is the ruling body for the 37 national
8 and international chapters. The IEC is the Governing
9 Board. They govern the day-to-day operating of HTCIA,
10 they answer, in turn, to the IBD, which is a member from
11 each chapter. I've been on the IEC now going on three
12 years, two of those were as International Treasurer,
13 currently, I'm a second VP. It's conceivable that next
14 year I will be the first VP, it's conceivable that the
15 year after that, I will be President, that would be the
16 natural order of progression. The IEC is an extremely
17 active group. Most of the work is done via e-mail, but it
18 meets and requires votes to accomplish anything, and it's
19 a five-member board, and those votes require three out of
20 five to get something passed. Anyone that has been on a
21 board knows when you've got five members, you're going to
22 have six opinions, and with those different opinions, it
23 takes a certain amount of negotiating and interchange,
24 exchange of ideas.

25 The instance that I'm thinking of right now is the

1 idea to internationalize our conference, that is, in the
2 past, chapters were responsible for running a conference.
3 Last year, it was decided, it wasn't something that I
4 thought was a good idea, but it was decided that we were
5 going to internationalize, that would mean that the
6 International - the IEC would run the conference, would be
7 responsible for putting the conference together, all the
8 content, etc. It was not something that I thought was a
9 great idea, however, notwithstanding the fact that, you
10 know, we discussed it, it still came to be, I obviously
11 fully support the decision because I'm on the IEC, and I
12 fully support it enough that next year I'm going to be
13 running the International Conference, as in I will be
14 responsible for the success of the Conference in San
15 Antonio, Texas.

16 In terms of - just as a side thought - in terms of
17 the amount of time that it takes, one of the first things
18 we do is hire a conference planner, so that should be
19 helpful. With regards, then, is I see that same
20 experience coming across where I would be a Commissioner,
21 I see that same experience coming across. As a
22 Commissioner, you've got to find a way to deal with other
23 people, you've got to find a way when someone isn't
24 agreeing with you, they may have a very good reason for
25 not agreeing, and it's important that people be allowed to

1 say why they don't agree. They may actually have a good
2 reason, and we may need to then compromise, we may need to
3 find a way to take the reasons for which they don't agree
4 on this decision, whether it's on the Commission or on the
5 IEC with HTCIA, to readjust our positions, to find a way
6 to change whatever it is that we're thinking of doing.

7 So, to better foster collaboration and ensure that
8 we meet our legal deadlines, having put cases together
9 that required going to court, I've got a pretty good idea
10 what a timeline is. Having put on conferences, I put on
11 four international conferences because our local chapter
12 was responsible in the past for four conferences, I've got
13 a pretty good idea what it takes to deal with a group of
14 individuals, sometimes it's like herding cats, but dealing
15 with a group of individuals, and let's find a way to make
16 a win-win situation of this, out of whatever it is that
17 we're discussing, and ensure that, if I were a
18 Commissioner, that since we have a legal deadline, that we
19 meet it.

20 MS. RAMIREZ-RIDGEWAY: A considerable amount of
21 the Commission's work will involve meeting with people
22 from all over California who come from very different
23 backgrounds and very different perspectives. If you are
24 selected to serve on the Commission, tell us about the
25 specific skills you possess that will make you effective

1 in interacting with the public.

2 MR. WILCZYNSKI: In a nutshell, I have experience
3 in dealing with, as I've described, whether it's the IEC,
4 which is a group of individuals, I've experienced in 20-
5 odd years of a very active career, dealing with people,
6 whether it's lawyers, whether it's other investigators.
7 As I was retiring from my job, I supervised in the last
8 two years, that required a fair amount of dealing with
9 many different people, different backgrounds, different
10 perspectives, and the skills that I bring to bear are
11 those that I've accumulated in all the jobs that are
12 described to you, as well as the jobs that I had up until
13 I retired. The skills, I'd like to think that I do have
14 empathy. I like to think that I do have the ability to
15 listen to people. I like to think that I have the ability
16 to consider other people's opinions. It doesn't mean that
17 I shy away from a decision, I'm more than capable of
18 making a decision, but I'd like to think that any decision
19 I make is usually based, well-grounded, in a certain set
20 of facts and circumstances that, when presented to others,
21 we can all see the same thing. And if we don't, then tell
22 me what you're thinking and I and others will find ways to
23 get around it.

24 The Commission aspect of this is it's not just one
25 person, it's a group of individuals, 14. And with 14, it

1 will be a major collaborative effort. I will require that
2 there's a certain amount of give and take among the 14
3 Commissioners if, for no other reason, to reach a
4 plurality, if for no other reason than to get to nine,
5 which I think is the required number to be able to
6 accomplish certain acts from the Commission.

7 MS. RAMIREZ-RIDGEWAY: Mr. Ahmadi.

8 CHAIR AHMADI: Thank you. Good morning, Mr.
9 Wilczynski.

10 MR. WILCZYNSKI: Good morning.

11 CHAIR AHMADI: I do have a few follow-up questions
12 on your responses. In response to question 1, when you
13 were describing the skills, one of the skills that you
14 described was patience, and then, if I heard you
15 correctly, you mentioned something that you're working on
16 your patience. Did you say that just in general terms?
17 Or did you want to give us message about, you know, any
18 challenges?

19 MR. WILCZYNSKI: Good question. There's no
20 question in my mind that an individual does need patience.
21 At age 57, I would have to sit there and say I recognize
22 I'm human and, on those rare occasions, and I'm sitting in
23 the humility side and apart, but on those rare occasions,
24 I, like anybody else, in a set of circumstances, when you
25 see a majority of individuals, a majority of

1 Commissioners, a majority of individuals on an IEC, we are
2 leaning in the same direction, and on some occasions
3 you'll get once person that might be out in left field, so
4 to speak. It takes a certain amount of patience and I
5 wouldn't be human if my patience didn't on occasion get
6 tried. But, having said that, I also would say, of the
7 people that have worked for me in the past, I would sit
8 there and represent to this group, the vast majority of
9 them would say - if not the majority would say - "he has a
10 fair amount of patience." So, I was only dealing with the
11 idea that, on occasion, as anybody human or otherwise, on
12 occasion we sometimes do get, "Whoa, wait a minute," but I
13 can control my patience.

14 CHAIR AHMADI: I was going to ask you, how do you
15 approach that? You said that you're going to control that
16 because - can you tell us if you have any examples to
17 share with us, an incident where you found yourself
18 challenged with, you know, maintaining your patience, you
19 know, for the good of the common goal, that you may have?

20 MR. WILCZYNSKI: Yeah, I think that I would lean
21 back to the first circumstance that I gave you with
22 regards to trying to form a separate Crime Task Force. If
23 you were to ask the way beyond the vast majority of
24 Investigators and/or individuals we were working with,
25 there was every reason for the people of the State of

1 California to benefit from putting everybody together in
2 the same building, if for no other reason, all the
3 equipment that each of the agencies have show up in the
4 same building, we can all borrow from each other. There
5 was a particular agency that was strident, almost adamant
6 in their initial reticence of wanting to do anything like
7 this, and I would say it did try my patience, but that's
8 something that's internal to me, and to get to where we
9 are now, which we are all in the same building, I would
10 suggest that that's a testament that I did not cause
11 because of my impatience anything to happen that led to a
12 non-favorable conclusion. So, there is a part of me right
13 now that wants to, in response to you, say, "Please, don't
14 take anything about patience, that somehow I have some
15 kind of internal explosions or anything like that." No, I
16 just recognize that, in dealing with people, I think all
17 of us would, sometimes you sit there and ask yourself,
18 "Okay, well, they're not agreeing with us. How do we get
19 around that?" I think that might get towards trying your
20 patience.

21 CHAIR AHMADI: Okay, thank you, sir.

22 MR. WILCZYNSKI: No, I don't explode, that's not
23 my personality.

24 CHAIR AHMADI: Good to know that.

25 MR. WILCZYNSKI: Yes.

1 CHAIR AHMADI: What was your role - you supervised
2 a squad in Sacramento as part of that project, the Cyber
3 Investigation, but in - and you might have mentioned this,
4 but I may have missed it - what was your role bringing all
5 these different agencies and people together? What was
6 your role?

7 MR. WILCZYNSKI: In a word, it - the Federal
8 Government had -- anybody that knows anything about
9 government -- on the horizon a big pot of money; by the
10 creation of a Cyber Crime Task Force here in Sacramento,
11 we would avail ourselves, this area, of a large amount of
12 money, Federal money -

13 CHAIR AHMADI: By "we," you mean the State
14 Government? Or -

15 MR. WILCZYNSKI: All those that I could get in
16 that same building.

17 CHAIR AHMADI: Okay.

18 MR. WILCZYNSKI: We would all - and I could see on
19 the horizon that there were, as respectfully as I can say,
20 some money issues with the State of California on the
21 horizon, I could see that coming, and so part of my
22 message to these agencies was, "The money is there, guys.
23 We come together under a building, it's just a building,
24 we come together under a building, we will be able to tap
25 into a fair amount of Federal money that would augment and

1 help the State," and, as it turns out, also the county.
2 You can see why, in the back of my mind, you can see this
3 on the horizon, you can see where, when I had an agency
4 that was very very adamant, reticent, about wanting to do
5 this, and it's pretty clear on the horizon, there wasn't
6 going to be any money in the State of California, it was
7 hard to understand why they couldn't see a way to - and
8 they finally came around, of course, but why they couldn't
9 see a way to this building for money that would benefit
10 all of us.

11 CHAIR AHMADI: So your role was as one of the many
12 agencies, just like - you had the same level of
13 responsibility? Or this is the time - I'm sorry - this is
14 the time that you were working with the FBI?

15 MR. WILCZYNSKI: Yes, I wasn't going to say that,
16 but yes.

17 CHAIR AHMADI: How long ago was this?

18 MR. WILCZYNSKI: I retired - it would be - I think
19 it is four or five years ago, it is on my application, it
20 is about five years ago, yes.

21 CHAIR AHMADI: Okay.

22 MR. WILCZYNSKI: So, to answer your question, my
23 role was as a supervisor, I had many responsibilities with
24 this squad. It was a very very large squad, and part of
25 that was we were responsible for what are called Cyber

1 Crime Investigations, child porn investigations is usually
2 what comes to mind, but we were responsible for those
3 kinds of investigations, as well as computer forensic
4 work, which is why I'm extremely comfortable with
5 computers. So, my role was - and I could see on the
6 horizon, a) that there's money, and b) it didn't take a
7 rocket scientist to see that getting money here, coming
8 from outside the State, would be a good thing, and so the
9 creation of the Cyber Crime Task Force; bring everybody
10 together, served many goals. And, again, in response to
11 question 1, it's the sitting down and dealing with agency
12 heads, dealing with individuals, whether they had stars on
13 their collar, or whether they were in command of certain
14 things, it's sitting down and dealing and helping them
15 appreciate why it would have been good for them, and why
16 it still is good for them today.

17 CHAIR AHMADI: Sounds like a success story.

18 MR. WILCZYNSKI: It's an extremely successful
19 story. I'm extremely proud of the building that they have
20 over there.

21 CHAIR AHMADI: Thank you, sir. You also mentioned
22 that you're retired, but you are providing, or consulting,
23 you are providing consulting services on occasion. What
24 type of consulting services? Within the same area of law
25 enforcement or forensic?

1 MR. WILCZYNSKI: What I do is I teach something
2 called Computer Forensics.

3 CHAIR AHMADI: Okay.

4 MR. WILCZYNSKI: So, I travel to Jordan. I just
5 came back from Amman, Jordan. I've been to Columbia,
6 Egypt, Trinidad, I've also taught for a different group
7 where I've taught our Military, typically Special Forces,
8 individuals on their way back to Iraq or Afghanistan, and
9 what I'm teaching them is a specific set of skills that
10 allows them to gather actionable intelligence as quickly
11 as possible, and it's by looking at a computer and
12 extracting information now, right now when they need it,
13 and not waiting for it. So that's pretty much what I
14 teach. It's an ad hoc, so to speak, I don't have
15 contracts signed, per se, I usually get a call saying,
16 "Hey, can you go?" And then I look at my wife and I say,
17 "Do you want to go?" That's not my wife. "Do you want to
18 go?" And we've gotten some good trips out of it. Egypt
19 was a spectacular trip.

20 CHAIR AHMADI: Yeah, two of your letters of
21 recommendation suggest that you have had an assignment in
22 Pakistan?

23 MR. WILCZYNSKI: Yes.

24 CHAIR AHMADI: And, you don't have to share any
25 details of your work, but in terms of your being exposed

1 to these different cultures, different environments,
2 different people, I'm sure that there is so much value in
3 learning about different cultures and people; for the
4 Commission work, what value do you think that brings, in
5 what way that helps you?

6 MR. WILCZYNSKI: I love it. In most any foreign
7 country I've ever gone to, I am always trying to find a
8 snippet of the local language to learn, and I make an
9 effort to engage myself in that. That is no different
10 than, in my time in this State, doing the things that I've
11 done up and down the State. I learned a long time ago
12 that the business that I was in was a people business, it
13 is about engaging people, it is about the word "empathy,"
14 is, when I sit down with somebody, is getting across - if
15 there is a divide - getting across the divide. They could
16 either be a victim, or they could be a suspect in that
17 circumstance, that is no different, again, from what I
18 described in my answer to question 1, that whether I'm
19 dealing with command people, or otherwise, empathy is a
20 big part of dealing with people, whether it is that I'm
21 trying to get a confession, which I'm very good at, or
22 trying to get a witness to tell me exactly what it is that
23 they saw, but it's a people business, it requires people
24 skills, and those skills would come across to this
25 Commission.

1 CHAIR AHMADI: Thank you, sir. In response to
2 question 3, you mentioned that the lines shape or contour
3 will change. What would cause the lines to change?

4 MR. WILCZYNSKI: I'm a victim of too much reading
5 at this point, I'm starting to grab everything I can with
6 regards to redistricting, and I want to be very careful
7 because I most certainly am not at this moment in time, an
8 absolute expert.

9 CHAIR AHMADI: I understand you're not an expert.

10 MR. WILCZYNSKI: But it became pretty clear that,
11 one word that a Commission would love to stay away from is
12 that "gerrymander," and then there is an actual technical
13 term for trying to get, in essence, the perimeter of a
14 District, the perimeter lines of a District, as small as
15 possible. There was a number of different methods that
16 were used, or contemplated, with regards to redistricting,
17 so clearly, I would be one vote. There would be 13 other
18 people, that we would all need to take into consideration
19 what works best for the Commission under the guidelines
20 given to the Commission, which are very very specific, and
21 this isn't going to be my redistricting idea, it's pretty
22 specific which way and what order we're supposed to
23 consider things. But I got pretty clear that
24 gerrymandering is out. That is one of those you need to
25 stay away from. So, what I was referring to was the idea

1 of trying to make as compact a District as possible.

2 CHAIR AHMADI: Sure. And kind of like a follow-up
3 question to your response, what information, or what data,
4 or what factors or elements would the Commission use to
5 support a change in a line? In other words, what
6 contributes to the drawing of the lines?

7 MR. WILCZYNSKI: Well, that's actually in the
8 statute. The statute pretty much says you're going to
9 consider these things, and in this order. And so, I don't
10 need to necessarily be an expert right now, but actually
11 by the time - if I was a Commissioner - I would be - it
12 would be very easy for me to tell you what those would be,
13 and in what order should that happen. The statute makes
14 reference to the fact that there is software out there.
15 The website when it first came up, said that individuals
16 who are going to be Commissioners need to be comfortable
17 with working with software, so I'm assuming that the
18 software to some degree is useful in this. But, again,
19 with regards to the reshaping of a District, there are
20 also a fair number of people that haven't even said
21 anything yet, that want to say something to the Commission
22 about what they think, and about what they're hoping for,
23 that the Commission is going to do. It would be premature
24 on my part at this point to say we would go in this
25 direction, or that direction, when voices haven't even

1 been heard yet. I'm not sure if that's responsive to your
2 question.

3 CHAIR AHMADI: Well, maybe I should word my
4 question a little different. Beside the laws, the
5 statutes sets the perimeters, or the context in which the
6 lines can be drawn, of course, but there are other factors
7 that should be considered, for example, input from the
8 public --

9 MR. WILCZYNSKI: And I think I mentioned that.

10 CHAIR AHMADI: -- to determine where the
11 communities are and how the lines should be drawn, so that
12 was kind of like the direction I was going with my
13 question. I understand that you're not an expert in
14 legal, you know -

15 MR. WILCZYNSKI: Yeah, and that was my reference
16 to, when I said "voices unheard," the voices unheard are
17 those people who -- it's pretty clear here in the statute
18 that there is going to be meetings with the public prior
19 to lines being drawn, so those voices will have, I'm sure,
20 suggestions that they want to make, among other things.
21 So what would the question be, then?

22 CHAIR AHMADI: That is fine.

23 MR. WILCZYNSKI: Yeah.

24 CHAIR AHMADI: So what kind of information would
25 you be looking for to help you draw the lines?

1 MR. WILCZYNSKI: I would want to stay within the
2 four corners of what the Commission has been empowered to
3 do, so if someone is responding or providing public input
4 and they are providing information that would be useful to
5 the Commission, all 14 of us, that would give us guidance
6 as to why, if there was going to be a redraw, why - why
7 would we redraw in one direction or the other? But the
8 input would clearly be, I would suspect, now, I don't have
9 the job, but I would suspect it would be Census driven, as
10 well as public input driven is what I believe, on a job
11 I've not had yet.

12 CHAIR AHMADI: So, as part of the public input,
13 would you say that the demographic in terms of racial and
14 ethnicity background on individuals are more important
15 than their party affiliation?

16 MR. WILCZYNSKI: Well, I think the statute
17 addresses that specifically, so I would go to the statute
18 and go with that as to what the statute says, but --

19 CHAIR AHMADI: Or ask the counsel, of course,
20 because the counsel --

21 MR. WILCZYNSKI: Well, there's no question about
22 that.

23 CHAIR AHMADI: -- because the Commission is going
24 to have a counsel, so I'm not trying to ask you legal
25 questions, I'm just trying to get your thoughts about, you

1 know, I -

2 MR. WILCZYNSKI: Yeah, I don't go into this with

3 any preconceived notion, that would be dangerous. And as

4 I told you before, and I tell you now, literally, we were

5 at the kitchen table, no one has called me, no one has

6 said, "Hey, you should go do this," literally, my wife and

7 I were - I don't mean to refer to you as my wife, but

8 literally, because I can only look at you, literally, my

9 wife and I are looking at each other and we are seeing

10 this, we're both retired, why don't we do it? And as in

11 most things in life, I'm not sure, there is a certain

12 amount of serendipity involved, I'm not sure if, back to

13 the humility, which was number one, I'm not sure if I'm

14 setting myself up for the idea that, "Yeah, actually I've

15 got all the life skills that are needed to do this, and to

16 do it very very well." But more important - more

17 importantly, at least in my mind, is I'm here because I

18 want to be here, I'm not here because somebody else wants

19 me to be here, and you know, it has not come up, but my

20 job has always been - I'm looking for, and have always

21 looked for, what's the truth in something; it is not about

22 my opinion, I could give circumstances where there were

23 things I investigated - morally, I may not have agreed

24 with it, but it's the law, so if the law sits there and

25 says, "This is what we're going to do," that's what we're

1 doing.

2 CHAIR AHMADI: So what laws do you think the
3 Commission must follow?

4 MR. WILCZYNSKI: From what I've read at this point
5 -- let me just check with counsel -- from what I've read
6 up to this point, the Voter Rights Act is definitely one
7 of them, but it says right in order, the U.S. Constitution
8 is number 1, it is Article 21 is, I think, number 2. It
9 sets it out in order, what we're supposed to consider and
10 the order in which we're supposed to consider them. And
11 that would be one vote, that would be something, as you
12 pointed out, guided by counsel, but guided by what we have
13 in front of us, and I'm not afraid to read a statute, the
14 direction that we would or could go.

15 CHAIR AHMADI: Thank you, sir. I have one last
16 question.

17 MR. WILCZYNSKI: Sure.

18 CHAIR AHMADI: And I am running out of time, but -
19 and this is just a question that I was planning to ask to
20 gain some insight into your skills and approaches. What
21 are your personal biases and how would they impact your
22 job as a Commissioner?

23 MR. WILCZYNSKI: I think waste - I hate waste in
24 Government. I dislike - might even hate - inefficiency in
25 Government. I think that Government needs to be

1 responsive to the people. I think that my vote should
2 matter. And so, in any circumstance where I would
3 perceive that my vote wasn't mattering, was being
4 discarded or not considered, I'd call that a pretty clear
5 bias if one wants to look at it that way. With regards to
6 people, both of my parents are Hispanic. When I travel, I
7 love people, I embrace them, I just think it's a great
8 thing, that's just - it's just a part of me, and when I
9 was dealing with people in my former career, it didn't
10 matter whether it was a bad person or a good person,
11 they're still human beings, and they are -

12 CHAIR AHMADI: I think we are out of time, but -

13 MS. RAMIREZ-RIDGEWAY: That's okay, I think Ms.
14 Camacho is going to let you finish.

15 VICE CHAIR CAMACHO: Yeah, go ahead. Were you
16 finished?

17 MR. WILCZYNSKI: Yes, no, that's okay.

18 CHAIR AHMADI: Thank you so much.

19 MR. WILCZYNSKI: Thank you.

20 VICE CHAIR CAMACHO: Hello, Mr. Wilczynski.

21 MR. WILCZYNSKI: Good morning.

22 VICE CHAIR CAMACHO: I wanted to get a little bit
23 of clarification on one of the responses you provided us.
24 You weren't in favor of nationalizing the conference. Why
25 was that?

1 MR. WILCZYNSKI: Oh, I was not in favor of
2 internationalizing it, yeah, internationalizing. Our
3 chapter here in Northern California, we've run four
4 extremely successful conferences, and I was the Treasurer
5 and part of the Board of those conferences. The success
6 was driven by the fact that we had the local members that
7 were a part of running the conference, called buy-in, and
8 because of that buy-in and because they volunteered, you
9 saved a lot of money. And the money saves everything from
10 - we were able to get labs, computers labs, which are very
11 important in a computer forensic conference, we were able
12 to get those from the surrounding area because this area
13 is very very - there's a lot of depth in terms of computer
14 forensics in this area. So there are a lot of things we
15 could get donated, and it doesn't cost you money. The
16 internationalizing of the conference, as an example, it's
17 being run in Atlanta this year, there is no - the chapter
18 in Atlanta, we don't have buy-in, they've not - because
19 it's not their conference, there isn't as much - truly not
20 that much volunteering from them, we are going to have to
21 pay for a lot of things that otherwise we wouldn't have to
22 pay. The conference in San Antonio, which is the year
23 after that, the closest chapter is 100 and some odd number
24 of miles away, Texas being a big state. So, to me, it was
25 cost, dollars and cents, it was also buy-in; when you

1 don't have a chapter that has a personal stake in it,
2 there isn't as much enthusiasm for wanting to make it a
3 success, it's not that they're trying to sync it, it's
4 just that there isn't that much. And we are seeing it
5 right now in this conference in Atlanta. A combination of
6 that is we're not getting the attendance that we would
7 like to get typically at an international conference, and
8 costs are running high. So, having an accounting degree,
9 this is pretty easy, if you don't get a lot of people
10 coming in, that means not as much revenue. And if the
11 costs are going up, that means that we're looking at
12 negative numbers as opposed to positive.

13 VICE CHAIR CAMACHO: So this conference is - the
14 Sacramento chapter is putting it on? It's not everyone.

15 MR. WILCZYNSKI: No. What's happening is, I was
16 giving an example of when we ran it four years - not in a
17 row, it was separate by two or three years - it's been
18 rotated to different chapters in the past, so we hosted
19 one, San Diego has hosted one, people in New York have
20 hosted one, Chicago hosted one, Detroit hosted one, those
21 were examples of an international conference being run by
22 -- hosted by - the local chapter. This year is the first
23 year where there is no local chapter hosting it,
24 International is responsible for it. And it's just - it
25 doesn't have the, so to speak, the home town feel, and it

1 doesn't have the local group, so to speak, rooting for it
2 from the standpoint of we want to make - we, the local
3 chapter - we want to make it a success because they're not
4 really involved in it, if that helps.

5 VICE CHAIR CAMACHO: Okay. You talked about your
6 parent being first generation Americans, how has that
7 affected you and how will that experience help you as a
8 Commissioner?

9 MR. WILCZYNSKI: To be clear, my mother divorced
10 my real father when I was very young. He went off in a
11 different direction. I have had contact with him
12 sporadically, and I know that there are half brothers and
13 sisters way over on that other side of the country, but
14 it's been a sporadic contact. So, most of my coming up in
15 this world has been my mother, and my mother having not
16 been born in this country, instilled on all four of us
17 some values with regards to how great this country is
18 because she, as an immigrant, and her brothers and sisters
19 as immigrants to this country, look at all of the things
20 they've achieved. Those values are hard to walk away
21 from, they're just a part of me. When I look at the -
22 what we'll call the success of my siblings, based on this
23 - my mother notwithstanding her saying, "When I was in my
24 country, and this is how we were raised, look how lucky
25 you are in this country," you know, those kinds of

1 comparisons, I looked at my brothers and sisters here in
2 California and we all - success is that we were never in
3 jail, that we all have good jobs, you know, all the good
4 marriages, etc., etc., we've been very successful in this
5 country as a result of the things that my mother has
6 taught us, as an immigrant to this country, about how
7 great this country is, and what we should be appreciative
8 of, and what we should - she never said this, but I would
9 translate it, but what we would be willing to die for, for
10 this country because it's a great country. And it's even
11 more of a great country because the person that raised me
12 lived in a country that is very very poor. I've been to
13 that country, it is Nicaragua, and it's an extremely poor
14 country, and it is still is, and they've been through some
15 hard times with the revolution and stuff like that. But
16 when you have somebody that left that to come here, it may
17 not be politically correct, but she beat into our heard a
18 fair amount of stuff that I still take forward with me
19 about how great this country is, how appreciative we
20 should be. Other immigrants that are here in this country
21 that - it may very well be as bad for them in their
22 country, and look at what a great thing they've come to
23 here. My travels have taught me that in terms of some of
24 the countries that I've gone to overseas, and my travels
25 up and down the state have taught me the same thing.

1 VICE CHAIR CAMACHO: So what has all those
2 experiences taught you that you could use as a
3 Commissioner?

4 MR. WILCZYNSKI: Listen. Listen to people.
5 Appreciate what it is that they want to tell us, which I
6 think is part of the job, understand why it's important to
7 them, understand how it is that, as an immigrant to this
8 country, as a voting immigrant in this country, you know,
9 both of those, what is important to them? What are the
10 things that they need? And how would those then translate
11 in terms of what our job is as a Commissioner with regards
12 to reapportioning.

13 VICE CHAIR CAMACHO: Did you hire the language
14 specialists who worked for you?

15 MR. WILCZYNSKI: No, they are hired by Washington,
16 D.C.

17 VICE CHAIR CAMACHO: Okay. You served on the
18 boards of several nonprofit organizations. Are there
19 parallels between your activities there and what you
20 expect if you were selected for the Commission?

21 MR. WILCZYNSKI: Clear parallels. Working on the
22 IEC, a five member board as opposed to a 14-member board,
23 but as described earlier, there are always - it is not
24 that there is a rare circumstance where we all agree, but
25 when you have five people, you've got to be careful. I

1 was joking when I said "six opinions," nobody laughed, but
2 when you get five people, you're going to get a fair
3 amount of different opinions, and that's a good thing
4 because, if you're about to make a decision on something,
5 you don't necessarily want everybody agreeing, you want to
6 at least get a fair amount of input from individuals that
7 aren't thinking like me or you. And the next part of that
8 is, working on a board, sometimes whatever it is that you
9 think is right is not going to be adopted by that board,
10 and that's just the way it is, you get on with it and go
11 on with life. There are some that might take things like
12 that personally, that wouldn't be a good thing, I don't.
13 I've fully come to understand that, when dealing with a
14 board, we've all got to find a way to agree where is the
15 common ground to agree. "Why isn't it that you don't want
16 to agree?" "Well, let me tell you what I think, and then
17 you tell me what you think." So, I have been doing that
18 for a fair amount of time, dealing with those kinds of
19 boards.

20 VICE CHAIR CAMACHO: On these boards and
21 organizations, was there any conflict that wasn't able to
22 be resolved?

23 MR. WILCZYNSKI: In my mind, I would be hard
24 pressed to say yes - I'm sorry, I'd be hard pressed to
25 think of an instance where we didn't resolve it. We may

1 not have resolved it in a way that I liked, but generally
2 when you get five and it requires a vote, eventually
3 you're going to get to a majority that says let's do it in
4 this direction. The International Conference, and as I've
5 stated otherwise, there are going to be sometimes where
6 you don't agree, but it's not personal, and you get on
7 with whatever your job is, which is running HTCIA.

8 VICE CHAIR CAMACHO: One of your public comments
9 stated that your approach is "let the facts tell the
10 story." How would this approach be useful on the
11 Commission?

12 MR. WILCZYNSKI: My view, and I think I've stated
13 it earlier, is this isn't my Commission, there is 13 other
14 members, and there is some very clear language as to what
15 needs to be done, in what order. Now, arguably, there are
16 some things within that, that might cause discussion, but
17 when I sit there and look at there are other members and
18 we'll hash it out. Actually, I lost the thread on the
19 question.

20 VICE CHAIR CAMACHO: Okay, no problem.

21 MR. WILCZYNSKI: Because I knew I was going
22 someplace.

23 VICE CHAIR CAMACHO: There was a public comment
24 that said, "Let the facts tell the story." How would this
25 approach be useful on the Commission?

1 MR. WILCZYNSKI: So I think the comment was
2 responsive to the idea that I don't necessarily put
3 feelings first about something that is supposed to be
4 driven by facts. The person may very well be referring to
5 the fact that, when we do the job that we do, it's facts
6 that guide us in any specific direction, not my personal
7 opinion, and not my feelings. Taking that and moving it
8 to here, it would be we have clear language as to what it
9 is that we are supposed to do and how we're supposed to do
10 it. There might be some room for - we need some
11 interpretation from counsel, you know, what does the case
12 law say? Or something like that, all of which I'm
13 extremely comfortable with. But the fact of the matter
14 would be, it's facts that would sit and guide me, not
15 feelings, generally. I'm still human, but generally it's
16 facts. Facts will guide whatever it is that we have got
17 to go and in what direction. You know, are we trying to
18 get to a less than one percent? That's pretty factual, we
19 just need to get to less than one percent difference
20 between each of the Districts. It's a pretty factual
21 thing.

22 VICE CHAIR CAMACHO: You know that you'll be going
23 to public meetings, and you'll be getting public input
24 from various individuals. What information do you think
25 you would be obtaining there that would be useful to help

1 the Commission draw the lines?

2 MR. WILCZYNSKI: Circumstances and facts that we
3 had not considered previously, or - and I'm making a leap
4 here - it's my understanding, I believe, that the starting
5 point for this is the Census - I think they're tracts,
6 there's a name for how the Census does its work, so that's
7 another group that has done how they've accumulated their
8 Census data, and I believe, based on what I think I've
9 read, it's organized into certain meetings within
10 neighborhoods, but that may not be accurate, but let's
11 just use that for the sake of discussion. We may very
12 well get in a public hearing that that's what they did,
13 but they erred, here is a real fact, here is something
14 they didn't consider. Having worked for the Federal
15 Government, that can happen. So, the long and the short
16 of it is, in my mind, information is power and having
17 individuals, on occasion, I'm sure it may get like, "Oh,
18 boy, we've already heard that," but maybe we haven't,
19 maybe there's going to be another kernel of something that
20 they say that we hadn't heard. So it's information that
21 we're going to be getting that, to some degree, we may not
22 already have, and it would cause us to maybe re-look at
23 the Census information that they gave us, and maybe going,
24 "You know, that's maybe not entirely accurate based on
25 this." Or, they may give us information that we may have

1 to say, "Let's find out if that's really true." And then
2 we may have to incorporate from that - or incorporate that
3 data and cause a change or a shift.

4 VICE CHAIR CAMACHO: What type of questions do you
5 think would be helpful as a Commissioner when you go out
6 to these public meetings to elicit some information that
7 would be helpful for the Commissioner?

8 MR. WILCZYNSKI: Off the top of my head, and this
9 will have to be off the top of my head, because I've not
10 been through something like that before. I'm making a
11 jump that, if somebody shows up, it's because they already
12 have something that they want to tell us, so in the
13 context of whatever it is that they're saying into the
14 mic, if for some reason, maybe their message is really
15 big, I think that one of the things I've been reasonably
16 good at is listening to an individual say something big
17 and then say, "So, if I were to summarize that you're
18 saying, is it this," to try to get to the nugget of
19 whatever it is that they're actually trying to tell us, so
20 that "this" doesn't get lost because it was so big, that
21 we can get whatever that kernel of information is, or was,
22 from that person, so that all of us can go, "Ah, that's
23 what they really wanted to say, okay, that actually makes
24 good sense." That in turn would generally go, "Okay, now
25 if that's what you really said," then that would lead to

1 another question is what I would think. Just off the top
2 of my head.

3 VICE CHAIR CAMACHO: Okay. Who do you think - or
4 how do you think the Commission should work on getting
5 these individuals in to these public meetings?

6 MR. WILCZYNSKI: Well, definitely advertising, I
7 mean, that's got to be a big part of this, is whether it's
8 public service announcements, whether it's - I don't know
9 where the money is coming from, but whoever is going to
10 give us all this money, in some way, getting that word
11 out. Though, as I'm saying this now, I'm actually sitting
12 here thinking about how just my name being on a list to be
13 here today, I ended up getting a fair amount of
14 information from other groups that I had no idea were
15 sitting out there. I would probably try to enlist them as
16 partners in this, as well. They clearly would have
17 abilities to get to groups that are interested in possibly
18 giving information to this Commission, and they would be -
19 they would have to be - part of that network, so to speak,
20 if we want to call it a network, of helping get the word
21 out. "If there are things you want to tell us, here we
22 are." And I think another part of this is being available
23 for them. And I'm fully committed to that whole idea
24 that, if it has to be at night, we're going to be there at
25 night. If we've got to do it on the weekend, we're going

1 to be there on a weekend, whatever it is that we've got to
2 do, so that people feel like - it's an overused phrase,
3 I'm not sure it truly applies, but it gets to the idea -
4 that they get their money's worth out of this Commission,
5 that if we're going to be out there and we're going to be
6 doing something that they just may not feel, but that they
7 know that they had an opportunity to give face time to
8 people that are about to do something that very well would
9 have an impact on their life.

10 VICE CHAIR CAMACHO: Thank you, that was my last
11 question for now.

12 MS. RAMIREZ-RIDGEWAY: Ms. Spano.

13 PANEL MEMBER SPANO: Good morning.

14 MR. WILCZYNSKI: Good morning.

15 PANEL MEMBER SPANO: You mentioned earlier in your
16 response to standard question 1 that one of the qualities
17 that are important is to have integrity, as a
18 Commissioner. And you said that - can you hear me - that
19 someone who is a Commissioner who was asked to do it
20 really shouldn't be a Commissioner. What if you were
21 selected as a Commissioner and you found that one of your
22 fellow Commissioners was asked to be a Commissioner and
23 initially didn't seek a Commission seat on their own? How
24 would you feel about that?

25 MR. WILCZYNSKI: Well, the first question on that

1 would be, my understanding is, and I'm a victim of what
2 I'm reading, that was your job. Your job was to vet these
3 Applicants, including me, that there isn't - and there is
4 a lot of different language depending on what you're
5 reading, that somebody isn't trying to tunnel their way
6 through. I don't do that, but it's something like that.
7 So the first question would be, is, did you guys know it?
8 Because it may very well be, maybe you knew it, and it may
9 very well be that, as I understand the process from what
10 I've read, it's already given that there is going to be X
11 number of R's and an X number of D's, and if that was part
12 of your process, that you said, "Well, it's an R, but we
13 knew that." That seems pretty easy for me, but if you
14 didn't know it, then we've got a different set of
15 circumstances, and I would probably sit there, and if I
16 found that out, and it was Mr. Ahmadi, then, Mr. Ahmadi,
17 if that's true, you need to go back to those people
18 because apparently it didn't come up, so you go back and
19 tell them what you just told me, or what we just have
20 found out about you, and you work that out, would be the
21 best way to deal with it in my view.

22 PANEL MEMBER SPANO: Why would it be a problem to
23 have somebody who was asked to be sitting on the
24 Commission? There may be people that may have not
25 disclosed that in some way, shape, or form, but maybe

1 totally qualified to serve as a Commissioner and be able
2 to do the job?

3 MR. WILCZYNSKI: Responsive to the question of why
4 it would be a problem is, why didn't they disclose it.
5 But --

6 PANEL MEMBER SPANO: Maybe they felt that it
7 wouldn't be important enough.

8 MR. WILCZYNSKI: Well, that probably, I could kind
9 of go with that, but from everything that I've read up to
10 this point, disclosure seems to be the biggest word - not
11 the biggest, but it is a word that is floating - floating
12 out there. So, I'm going off the reservation here - if
13 the Speaker of the House came and said to me at a dinner,
14 "You should do this," it would seem to me it would be the
15 right thing to do, to tell you that the Speaker is a good
16 friend of mine, or the Speaker, I was at his dinner and he
17 asked me to do it. It just seems like that's the right
18 thing to do. You decide, then, whether you want to factor
19 that into the process that you're - and it's a hard
20 process that you're going through, but I think that that's
21 part of that disclosure that you should get.

22 PANEL MEMBER SPANO: You mentioned earlier to
23 Mary's response that groups approached you, or contacted
24 you once you applied?

25 MR. WILCZYNSKI: Oh, yeah, you get the e-mails,

1 and then one of them said, "Here's like four or five
2 groups that, if you want help with whatever, contact us."
3 But I didn't go in the opposite direction. But I was
4 surprised that all of a sudden --

5 PANEL MEMBER SPANO: What types of groups
6 contacted you?

7 MR. WILCZYNSKI: Let's be clear here, contact in
8 the sense of it showed up in an e-mail, "We're here,
9 available to help you." Now, for some reason, in my mind,
10 I assumed it was the result of something that this
11 committee had given out, but it was an e-mail that had the
12 names of four or five groups in it, saying that they were
13 offering to help fill out applications if you needed help,
14 that kind of stuff. I have the e-mail if you want to see
15 it.

16 PANEL MEMBER SPANO: I'm just curious. What if
17 other Commissioners got e-mails like this, I mean, other
18 Applicants got e-mails like this, and they did seek that
19 help of these organizations? How do you feel about that?

20 MR. WILCZYNSKI: The joke that I would make from
21 that is that, since the e-mail appeared to come from the
22 process here --

23 PANEL MEMBER SPANO: Our process?

24 MR. WILCZYNSKI: Certainly I can sit there - well,
25 I'm not going to say you, specifically - but the e-mail

1 that I got said these are groups, I think it was three of
2 four different groups, that said they were available for
3 help for filling it out, and it just seemed like it was
4 being generated from not necessarily your website, but
5 from information that they were getting from your website.
6 The question is, if someone did?

7 PANEL MEMBER SPANO: Yeah, if some other Applicant
8 got an e-mail like this seeking an opportunity for
9 somebody to help them with their application, and they
10 took advantage of that, how would you feel about that?

11 MR. WILCZYNSKI: I don't have any problem with
12 that.

13 PANEL MEMBER SPANO: You mentioned in your
14 response to question 4 about how it was great that you
15 actually achieved all these state, local, and federal
16 agencies to work in the same building as a big
17 accomplishment to get there. What if that didn't occur?
18 What if everybody couldn't agree on being in one building?
19 How would you feel about that? I know this seems like it
20 was a very passionate thing for you, for efficiency
21 purposes?

22 MR. WILCZYNSKI: It would have been nice, it would
23 have been great, we're going down the road if it didn't
24 happen -

25 PANEL MEMBER SPANO: Yeah, yeah.

1 MR. WILCZYNSKI: -- yeah, if it didn't happen,
2 that would be a shame for law enforcement and a shame for
3 California. And some things just happen. But if it
4 hadn't happened. At a time when the State - at that time,
5 it's starting to suffer for money - if it hadn't happened,
6 that would have been bad for - not good for the State, and
7 for the people that live and work here, and that are
8 victims of crimes. Happily, it did happen, so I count
9 that as a great success for all of us in that they're all
10 together in a building, they can look across the hall, if
11 they've got something that looks like it's supposed to be
12 investigated by CHP, then maybe it's going to be
13 investigated by High Tech Crimes, if they need equipment
14 because it is a very equipment intensive endeavor, and in
15 an economy where you've got some local agencies that were
16 having difficulty with money, their ability to walk over
17 the Federal Government and say, "I need this, this, and
18 this," no problem, you've got it. So, it did happen. But
19 if it hadn't happened, that would have been a sad event,
20 but we'd just get on with life going.

21 PANEL MEMBER SPANO: Do you think it's fostered
22 better relationships?

23 MR. WILCZYNSKI: Oh, absolutely.

24 PANEL MEMBER SPANO: It's coordinated --

25 MR. WILCZYNSKI: Absolutely. I know for a fact

1 that the training that some local officers and agents are
2 getting is not the training - or, is training they would
3 not have otherwise got or received, were this not
4 happening. And training is important in any of our work.
5 Absolutely, it's a great thing.

6 PANEL MEMBER SPANO: You mentioned in your
7 response to question 5 that you have 20 years of very
8 active career dealing with lawyers and investigators,
9 members of the public, and you said you supervised the
10 last two years of people with different backgrounds and
11 perspectives. Can you tell me a little bit about your
12 supervising experience?

13 MR. WILCZYNSKI: It was great. What specifically
14 are you looking for?

15 PANEL MEMBER SPANO: I want to know from your
16 perspective maybe your interactions with staff and how you
17 like supervising because, out of 20 years being an
18 accomplished FBI Agent, I'm surprised you didn't supervise
19 for most of those years.

20 MR. WILCZYNSKI: Okay. The second part of the
21 question, I'll answer first. If you start down a
22 supervisory track under the rules that we have, or they
23 have, since I'm no longer there, it would change
24 variously, but generally, at the end of like two to three
25 years, you have to take a transfer to Washington, D.C.

1 PANEL MEMBER SPANO: In the FBI?

2 MR. WILCZYNSKI: Yes. That was untenable to me.

3 I like California. I've been here my whole career, and
4 all respect to anyone who has been to D.C., it's a nice
5 place to visit, but it wasn't someplace I wanted to live.
6 And in the time that I was doing this, there was a 50
7 percent chance that you could, under those rules, be
8 classified as a stationary supervisor, so you took a 50/50
9 shot at whether, when you became a supervisor, you were
10 going to be stationary or non-stationary. That's the
11 first part. The second part is, putting the humility
12 thing, kind of setting aside if we can, in my mind, if I
13 was going to do something like that, in my personal mind,
14 I actually wanted to be very good at whatever it is that I
15 was going to supervise people, okay? And there are others
16 that feel that they're capable to supervise much earlier
17 in their career than others, it wasn't my personality. My
18 personality was that I wanted to experience, experience,
19 experience. And responsive to that, that was outstanding.
20 I mean, I did a fair number of different things in my
21 career that I have no regrets, but it gave me a rich depth
22 of experience so that, when my shot came, so to speak, the
23 group that I ended up supervising was many different types
24 of individuals, all of which I had done at some point in
25 my career, so whatever the group was, I've done that. So

1 I know what you're going through. I can empathize with
2 you. That group? I've done that, too. I know exactly
3 what you're going through. Conversely, if they came to me
4 and said, "I need this, this, this and this, I could, as
5 what I think a good supervisor, I could actually sit there
6 and say, "Have you thought about this?" Because I had
7 done it before. I am very very fortunate that, in my last
8 two years, everything that I supervised, I had done before
9 with regards to the people that worked for me. There was
10 something about your question and my answer that I already
11 had in my mind was, you said something, it was along the
12 lines of something like, how did I supervise. And my
13 answer to you would be, I will give you the letter written
14 to me by my secretary about what a great boss I was
15 because that, to me, when you've got somebody that, on
16 occasion, I need this, I need that, but when that person
17 speaks highly of you, that's good enough for me. I think
18 I've done well. And then, the people that work for me, at
19 the time, I think - the humility side - I think, far and
20 away, they'd sit here and say, "He was a great boss." So,
21 I'm happy with that, as well.

22 PANEL MEMBER SPANO: What inspired you to become
23 an FBI Agent?

24 MR. WILCZYNSKI: It's consistent with what I just
25 told you, is that at the time I was applying, just before

1 1980, I can't resist this, it's my way, I applied here,
2 but you guys wouldn't take me

3 PANEL MEMBER SPANO: At the Bureau?

4 MR. WILCZYNSKI: No, the State Auditor, they
5 wouldn't take me.

6 PANEL MEMBER SPANO: Oh, the State Auditors
7 wouldn't?

8 MR. WILCZYNSKI: Yeah, they wouldn't take me.
9 Sorry! So, at the time that I applied, I had my
10 accounting degree. Back then, traditionally, they were
11 looking for accounting degrees and law degrees. And the
12 sum total of my experience at that point, limited as it
13 was, seemed a right fit for exactly what they were looking
14 for at the time I applied because it wouldn't have been
15 good enough for me to have shown up with nothing, you
16 know, it doesn't fit for me. So, the fit was, when I was
17 being interviewed, much like this, you know, a panel of
18 three, the things that they were looking for, "Yeah, I've
19 done that. Yeah, I can do that." I mean, everything that
20 they were looking for, I had, or knew I had the capability
21 - capacity, and I think I said, ability to do. There was
22 just no question in my mind. And with all respect to
23 anybody's job here, it was the best job anybody could ever
24 have. There is just no question in my mind. And I
25 sometimes feel like an idiot when I do go over there, and

1 they introduce me to a new agent, which they'll do, and
2 say, "Hey, this is an old supervisor here," that I start
3 waxing poetic about what a great job it is, because it is.
4 It is a people business, and the minute that that person
5 loses sight of the fact that they're in a people business,
6 then get out because you are dealing with people. You
7 make a difference. At the end of 20 years, I can look
8 back and there's plenty of things I've made a difference
9 on, including in Pakistan, which I never would have
10 expected that I would ever go to Pakistan when I started
11 in 1980. So, it was a sum total of everything I had done
12 in my life up to that point, it was good. The sum today
13 of everything that I've done in my life brings me here.
14 However it works out, it works out. But nothing that I'm
15 seeing here is outside of my capability or ability to do,
16 whatever needs to be done. And I do have the patience.

17 PANEL MEMBER SPANO: If you're selected as a
18 Commissioner, would you suggest to other panel members
19 that they do an FBI background check on all members?

20 MR. WILCZYNSKI: Let's see if I can drag an answer
21 out on that. I'm not sure - well, I'm not sure it would
22 be required, and I would also say that the process that -
23 I see three - and I see two, but I know that there are a
24 fair number of other people behind you that, what it took
25 to get people to this spot, and then ultimately to that

1 spot, has been a very very good background done to get
2 them there. You know, unless I looked at the guy and said
3 - I'm thinking in the back of my head, "I think I arrested
4 him some time in my past," then I'd maybe - then that
5 might be a little different if you didn't know about that.

6 PANEL MEMBER SPANO: Can you tell me how you would
7 adjust your interviewing from an interrogation style to a
8 more conversational manner?

9 MR. WILCZYNSKI: Well, with all respect, it
10 assumes interrogation because my interviews, not
11 interrogations, were conversations.

12 PANEL MEMBER SPANO: Really.

13 MR. WILCZYNSKI: Any interviews that I ever did
14 was a conversation, much like we're having here today.
15 And the first, you know, seconds of an interview, you're
16 getting an idea of whether it's going to go in one
17 direction or another direction, but it's still a
18 conversation. And then there is a style, you know, of
19 certain things that you're going to do that either
20 reinforce that, or don't reinforce the interview. And
21 I've used that my whole life since then, and it's not an
22 interrogation, it's a conversation. So we will be having
23 conversations. Don't think so?

24 PANEL MEMBER SPANO: No, I'm just trying to think
25 of something.

1 MR. WILCZYNSKI: Well, let me do it this way - TV
2 does a great disservice. It's not CSI, it's not some of
3 the things you see on TV. I think some of the most
4 successful people are people that have conversations with
5 people because, truly, I'm interested. If you've been
6 arrested for child pornography, I'm just kind of
7 interested in, "Damn, how did we get to here? How did you
8 get to here?" It's just a conversation. Notwithstanding
9 anything you've ever saw on TV, I've never had to hit
10 anybody for anything, it's a conversation. Because, at
11 the end of the day, I know where I'm going home tonight
12 and I know where you're not going tonight, right? I've
13 got a pretty good idea where you're going to end up. So
14 it's just a conversation, truly. And there's a lot of
15 others like me that do - it's just a conversation, truly.
16 It's not TV. Did you hear me? Not TV. Okay.

17 PANEL MEMBER SPANO: Okay, I won't call you
18 *Grissom*. What if I'm a member of the public, I am a woman
19 with a past, a criminal past, and I show up at a public
20 hearing. I'm in not a good part of LA. I look at you as
21 a Commissioner and I size you up, and I think, "You know,
22 he's just another Fed Agent, he's just fact driven. How's
23 he going to take my issues seriously? I really feel like
24 he's going to have this preconceived idea about me and not
25 take my concerns seriously." As a citizen, as a resident,

1 how would you approach somebody like that?

2 MR. WILCZYNSKI: I've worked in LA. I've worked
3 in parts of LA that people don't go, um, I've never, Fed
4 or otherwise, had a problem dealing with anyone on a one-
5 on-one personal basis, and if it took me - if under the
6 circumstance you're describing, it's one thing to be at a
7 dais, but it's another thing is if we're sitting back here
8 and we're talking. We'll be fine. Because I don't have a
9 preconceived notion of anybody when they walk in, I don't.
10 It doesn't matter who is sitting behind me or who is
11 sitting in front of me. There's another part, too, of
12 I've said it, and I'll repeat it, it is a people business.
13 The three of you know right now, I'm either saying things
14 to you that you believe, or I don't, or I'm not saying
15 them, you know. And people know that when you're dealing
16 with them, so I don't have any problem looking anybody in
17 the eye and it isn't the old Fed, it's a people thing,
18 it's dealing with people one-on-one, and dealing with them
19 eye to eye, and giving them the respect that they deserve
20 because they do deserve it, just walking in the door.

21 MS. RAMIREZ-RIDGEWAY: Your time is up.

22 PANEL MEMBER SPANO: Thank you.

23 MR. WILCZYNSKI: How did I do?

24 MS. RAMIREZ-RIDGEWAY: Panelists, are there
25 additional follow-up questions?

1 CHAIR AHMADI: Not at this point.

2 VICE CHAIR CAMACHO: No.

3 MS. RAMIREZ-RIDGEWAY: Okay, I have a few. You
4 talked a lot about being a fact driven person and that
5 you'd resolve issues by going to the law. But I think
6 that you're going to find if you're a Commissioner that,
7 particularly with regard to redistricting, at times the
8 law is ambiguous and the facts are conflicting. What
9 then?

10 MR. WILCZYNSKI: That's why we have 13 other
11 Commissioners. That's what we have counsel for. We'll
12 have to sit and discuss it and find out, okay, we've got
13 either a conflict, or we've got an issue here, I suppose
14 that is the reason why it's not just one person doing
15 this, that it's a group of individuals. And I agree with
16 you with regards to the law because that does happen out
17 on the street, but at the end of the day, I think you and
18 I both know this, you do the best you've got with whatever
19 information, factually, you've been given to draw a
20 conclusion and to say, "Well, we're going to go in this
21 direction." I would also suspect that, with this process,
22 the public side of it, the record is going to have to be
23 maintained. The record that others will look back and
24 say, okay, they made this decision based on this set,
25 whether criteria or facts, whatever it was. That is how

1 we will be judged, whether what we do gets thrown back,
2 you know, we get challenged, they're going to look at our
3 record. So, I suspect, and it would be no different than
4 any case that you've ever done, or anything else that
5 you've ever done, is you take the facts and circumstances
6 of what you've been given, do the best with what you've
7 been given, and draw a conclusion from that, make sure
8 you've got a good record for it, and then just move on.

9 MS. RAMIREZ-RIDGEWAY: So, you're not
10 uncomfortable with those ambiguities?

11 MR. WILCZYNSKI: I'm even comfortable saying
12 "ambiguity." No, I mean, it's the part about knowing
13 that, to take the hypothetical that you are our counsel,
14 hopefully you'll say to us something along the lines of,
15 "It is ambiguous. I think it could go this way or this
16 way. What do you suggest we do?" And you're going to
17 give us an answer, A or B, maybe we need to get somebody
18 else's opinion, maybe we need to do this. At the end of
19 all of that, whatever we've been given, whatever it is
20 that we have to choose, we're going to have to make a
21 decision to move forward, assuming that. We're going to
22 have to make a decision. But it's the record that we'll -
23 why? What was the basis for why we made that decision?
24 We're not going to be doing it behind that door over
25 there. We're going to need to do it out in public, guided

1 by you, but we're going to have 13 other, 14 people
2 sitting there saying, "I think this, I think this." It's
3 human, you know?

4 MS. RAMIREZ-RIDGEWAY: You mentioned in response
5 to standard question 3, you mentioned diversity and
6 majority-minority states as an impact that could improve
7 the state. Can you elaborate a little bit on that?

8 MR. WILCZYNSKI: And I said that I had been
9 reading, and that was dangerous. So, what I had been
10 reading - what I have been reading up to that point - is
11 concerns. I read *Center for Government Studies*, I think
12 is one of the publications I saw out there, I saw
13 something that the *Last Masters* that had to do with
14 redrawing themselves, some stuff, it was just background
15 for me, trying to get comfortable with the language, you
16 know, what are some of the considerations. In my mind at
17 this moment, I would say it's premature for me to have a
18 conclusion. At this moment, I'm just trying to assimilate
19 what's out there, what are some of the issues that others
20 have presented with. So, I would not want to go into this
21 completely blind, for want of a way to be responsive, if I
22 could, to your question. So, I don't know just yet, I
23 just know that those things exist and that, because I know
24 they exist, it's something I have to get better educated
25 on, should I go forward with this process.

1 MS. RAMIREZ-RIDGEWAY: Well, do you think that
2 minority communities will be adversely or positively
3 impacted by the Commission's work?

4 MR. WILCZYNSKI: I think that it's something, from
5 what I'm reading, has to be considered and that, if I
6 understood what I read about, it was either a decision or
7 otherwise, there is an order at which it should be
8 considered. And as in the language was in the typical
9 lawyer language of two "nots," you know, whatever,
10 whatever, so that the language I read, out of what I
11 thought I read, was it is something to consider, but not
12 to the exclusion of certain other things, based on a
13 particular case that was cited. And so, in my mind, it's
14 just sitting in the back of my mind, it's something that
15 there is, again, in the language of the statute a specific
16 order, things that need and must be considered --

17 MS. RAMIREZ-RIDGEWAY: That wasn't really quite my
18 question.

19 MR. WILCZYNSKI: Sure.

20 MS. RAMIREZ-RIDGEWAY: My question was, do you
21 think that minority communities will be positively or
22 negatively impacted, or not impacted at all, as a result
23 of the Commission's work?

24 MR. WILCZYNSKI: Under that question, yes.

25 MS. RAMIREZ-RIDGEWAY: And which one?

1 MR. WILCZYNSKI: It depends. It depends on which
2 direction the Commission goes and what decisions are made
3 by the Commission. It could be yes, they are going to be;
4 no, they're not; what was the third option? It depends on
5 how we go.

6 MS. RAMIREZ-RIDGEWAY: We don't have a lot of
7 time.

8 MR. WILCZYNSKI: I can stay for another hour and a
9 half if you want.

10 MS. RAMIREZ-RIDGEWAY: I want to take you back to
11 something that's mentioned in your application, as well as
12 your letters of recommendation, and that is your work on
13 solving --

14 MR. WILCZYNSKI: My what?

15 MS. RAMIREZ-RIDGEWAY: Your letters of
16 recommendation.

17 MR. WILCZYNSKI: No, it was on what? The
18 subject? I'm sorry, go ahead.

19 MS. RAMIREZ-RIDGEWAY: Uh, getting there.

20 MR. WILCZYNSKI: Yeah.

21 MS. RAMIREZ-RIDGEWAY: On solving the Daniel Pearl
22 murder. It was almost exactly nine years ago, today, in
23 fact, that our country was attacked, and shortly
24 thereafter Mr. Pearl, who was an American Journalist, and
25 about to become a first time father, was kidnapped and

1 brutally killed. It was a time when I think most of us
2 felt very guarded, very defensive, very protective of each
3 other, and it's hard for me to imagine that there would
4 have been a time in history where it would have been
5 almost more difficult to put aside your biases to do your
6 job. How did you do that? How did you overcome what you
7 must have felt, maybe that is an inappropriate assumption
8 on my part, to do your job fairly?

9 MR. WILCZYNSKI: I learned a long time ago that
10 your feelings are not going to accomplish a job, so kind
11 of not to over-dramatize the whole thing, but if I sat in
12 a spot and cried over it, it's not going to change what
13 needs to be done, which is an individual has been
14 kidnapped, the first step of this is we're trying to get
15 him back, and that's what we were trying to do. I was
16 there when we were trying to get him back. And it's fact
17 driven. There is some judgment in there; the judgment is,
18 you know, speaking with that particular individual, is
19 that person telling us the truth that will lead us to the
20 next step to get him back alive? So the investigation was
21 part that, and then the other part that I brought to bear
22 was there were computers that were used in the commission
23 of that particular offense, and I was the one that
24 identified that, not only was the computer used, but it
25 was that specific computer, and here is the information

1 that is in it as to why that person is involved in this,
2 no matter what they say. And so, the feelings have to go
3 out because we need to get him back alive, that was the
4 general - that's what we were there to do. As an aside,
5 by the way, we ended up working a second kidnapping and we
6 were able to get that person back alive. But, on this
7 one, we were trying to - we're going around Karachi, you
8 know, obviously, with the local law enforcement, as well,
9 and we're going to different places, and we're following
10 up trying to get him back. What was probative, what was
11 helpful, was that I could say that computer specifically,
12 and here's how I know why. That's only part of it, the
13 other part is I had to go back and testify, which is a
14 whole different thing. But, feelings are not going to get
15 the job done. What's going to get the job done is,
16 factually, what is it that you're telling me? So, whether
17 I'm interviewing you and having a conversation, or whether
18 somebody is testifying before a commission, what factually
19 do you need to tell us? What is it that we need that will
20 help us get our job better - better done, that will be
21 responsive - if what you are telling us is true, factual.
22 I'm not a person without feelings, I definitely do have
23 feelings, but, you know, let's be clear about part of this
24 process is driven by numbers. Part of it is driven by
25 factually what - how does that neighborhood - does it

1 spill out into this direction? Or does it spill out into
2 this direction? Maybe the Census didn't catch that it was
3 spilling out in this direction, and the person that just
4 came to the mic told us, "Hey, it's spilling out in this
5 direction." "They were wrong, it looks like we were
6 right. Let's make it a matter of record, we're going to
7 probably have to adjust that to make sure that those
8 people are not neglected as voters." I don't know if
9 that's responsive to what you're looking for.

10 MS. RAMIREZ-RIDGEWAY: I think it is. You used a
11 term in speaking earlier to one of the panelists, I'm
12 sorry, I don't remember which one, you said you might be
13 "going off the reservation." Do you think that that
14 language could be deemed insensitive by some people?

15 MR. WILCZYNSKI: It probably could, but, happily,
16 and I think, I'm also part Mayan, so can I say it as part
17 Mayan?

18 MS. RAMIREZ-RIDGEWAY: I don't know.

19 MR. WILCZYNSKI: Okay, well, if I did offend
20 anybody, I'm part Mayan, so - at least that's what my mom
21 tells me - so I was using it in the Mayan culture. But I
22 will be more sensitive.

23 MS. RAMIREZ-RIDGEWAY: Panelists, we have about
24 three minutes and 30 seconds. Are there additional
25 questions?

1 CHAIR AHMADI: I don't have any.

2 VICE CHAIR CAMACHO: No.

3 PANEL MEMBER SPANO: No.

4 MS. RAMIREZ-RIDGEWAY: No? Okay, three minutes
5 and 30 seconds if you'd like to make a closing statement,
6 Mr. Wilczynski.

7 MR. WILCZYNSKI: Let me get it out, then. Thank
8 you very much for the opportunity to be here. It's been a
9 long process. I do not envy any of you on this, so if
10 nobody has taken the time to thank you, thank you very
11 much for all the hard work that all of you have done to
12 get me here. I know how difficult it has been, as I have
13 been on that side as panels interviewing somebody, but I
14 just cannot imagine, from what I understand, 30,000 down
15 to 20,000, down to whatever the numbers are - phenomenal,
16 great job. You guys should have taken me as an Auditor
17 back then, but you didn't. And I'm happy to be here. I
18 think you very much for the opportunity. And I'm good.

19 VICE CHAIR CAMACHO: Thank you.

20 CHAIR AHMADI: Thank you, sir.

21 PANEL MEMBER SPANO: Thank you.

22 MS. RAMIREZ-RIDGEWAY: Thank you for coming to see
23 us. Let's recess until 10:59.

24 (Off the record at 10:41 a.m.)

25 (Back on the record at 11:00 a.m.)

1 MS. RAMIREZ-RIDGEWAY: It is 11:00 and all
2 panelists being present, we have with us our next
3 Applicant, Ms. Bev Perry. Welcome, Ms. Perry.

4 MS. PERRY: Thank you.

5 MS. RAMIREZ-RIDGEWAY: Are you ready to begin?

6 MS. PERRY: I am.

7 MS. RAMIREZ-RIDGEWAY: Please start the clock.
8 What specific skills do you believe a good Commissioner
9 should possess? Of those skills, which do you possess?
10 Which do you not possess and how will you compensate for
11 it? Is there anything in your life that would prohibit or
12 impair your ability to perform all of the duties of a
13 Commissioner?

14 MS. PERRY: Thank you. And first, let me say
15 thank you so much for allowing me to be here today. It is
16 a true honor.

17 I'd like to go to the last question first, since
18 it is the simplest one, and there is nothing in my life
19 that would prohibit me from performing the duties of a
20 Commission. And to let you know, I am now self-employed,
21 so that actually makes it easier because my schedule has
22 opened up. It is mine to decide what to do with, which is
23 a nice thing.

24 In terms of the specific skills of a good
25 Commissioner, I believe there are several - there are some

1 skills and some traits, actually, that I think would be
2 helpful. Good verbal and written communications skills,
3 the ability to listen actively, and by that I mean that
4 you really do hear what someone is saying and you're not
5 formulating an answer as they're talking, and not really
6 hearing what they're saying, good group facilitation
7 skills, that you engage people well, analytical, have a
8 long-range, high level, policy perspective, and that, I
9 think being strategic, a little visionary, have some out-
10 of-the-box thinking skills, not just the same old, same
11 old. And, as far as traits, I think it would be really
12 helpful to be able to have empathy for different people's
13 points of view, patience, which is a virtue, perspective,
14 and a sense of humor and the ability to have some fun with
15 what you're doing.

16 I believe that I have elements of all of these
17 skills, but probably some to a greater degree than others.
18 And, in terms of what I don't possess and how I would
19 compensate for it, well, I believe I'm a pretty fast
20 processor of data, I had to learn to do that when I was on
21 our City Council, and if you don't process fast, you get
22 left behind, but I had to really learn to be patient with
23 others who preferred to take more time and really drill
24 down into information to a greater level than maybe I
25 would. I've come to learn this because I found that

1 groups with a good mix of skills and skill levels tend to
2 really make much better decisions because you hear a lot
3 of different points of view. So that is something I've
4 learned over time - be patient and all will be revealed,
5 hopefully, and you get to see where other people are
6 coming from.

7 And I believe that, if a common goal has been
8 clearly articulated, then actively seeking the
9 collaboration of all those different styles and
10 perspectives can really be one of the most powerful group
11 techniques that you can have. Of course, at some point,
12 you need to make a decision and that's where I think my
13 facilitation skills would come in handy because sometimes,
14 especially I would imagine for this Commission, there is
15 going to be a time when we need to get to the point, make
16 a decision, and move on. And we're all going to have to
17 be ready to do that.

18 MS. RAMIREZ-RIDGEWAY: Describe a circumstance
19 from your personal experience where you had to work with
20 others to resolve a conflict or difference of opinion.
21 Please describe the issue, and explain your role in
22 addressing and resolving this conflict. If you are
23 selected to serve on the Citizens Redistricting
24 Commission, tell us how you would resolve conflicts that
25 may arise among the Commissioners.

1 MS. PERRY: Okay. I have a very specific
2 circumstance. We had a very well liked and respected
3 member of our community come on to our Council and I liked
4 her very much and was really excited to work with her, and
5 we were going through a really complex community issue at
6 the time. Very quickly, it became apparent that she and I
7 were going to be at loggerheads a lot, and that really
8 puzzled me because I thought so much of her and I couldn't
9 understand why we just could not come to agreements on
10 things and get to the right place. So, I went to our City
11 Manager, who was really good at figuring things out, and I
12 said, "This isn't working." And he said, "You're right,
13 it's not." I said, "What can we do?" And he said, "Well,
14 let me think about it and let's see what we can do."
15 Well, he brought a facilitator in, someone who was very
16 good at figuring out how people process, and we went
17 through one of those great tests that you take and came to
18 find out, ah hah, now we know why the two of us are having
19 such problems. I was - I am one kind of processor, very
20 more high level, analytical, boom, let's get to the point
21 and make a decision, and she was very much a data
22 gatherer, more data is better. And so, by understanding
23 that, our facilitator helped us realize that she needed to
24 understand that I actually do read my materials, and I
25 just came to decisions fairly quickly, and I needed to

1 understand that she needed the information that she
2 needed. So we decided that what we'd do is we would set a
3 deadline that we were both comfortable with, and she could
4 get any and all information that she needed, but we were
5 going to make a decision at that deadline. It worked out
6 great. After that, it was perfect, I was what was called
7 a "red," she was what was called a "green," and every once
8 in a while she'd look at me and say, "Bev, you're being
9 very red." And I'd go, "okay." So I would slow down and
10 vice versa, and that worked out quite well.

11 In terms of the Commission and how that kind of
12 circumstance would be helpful, when conflicts arise on the
13 Commission, and they will, that's just normal in human
14 relations, I would really encourage my fellow
15 Commissioners to work as a group, to understand what the
16 sticking points might be, identify some possible solutions
17 to try to ease the way, and not being afraid to go back to
18 the drawing board if an idea or a thought doesn't work
19 out, let's try something else. And I think that the key
20 to conflict resolution with a newly formed group like this
21 would be, is to take advantage of the fact that there's
22 really no preexisting baggage that this group has; when
23 you come in, we would all be new to one another for the
24 most part. And it really helps you to talk to one another
25 a little bit more. I also think that it's really

1 important when you start out with a group such as this, is
2 to have some rules of engagement, if you will, that really
3 help break the ice and help you to learn about one
4 another's values. And those kinds of rules of engagement,
5 to me, are things like no personal attacks, being honest
6 about things we're uncomfortable with, or that we don't
7 understand, no parking lot discussions, meaning a few
8 people going off and having a discussion without everybody
9 else, valuing the diversity of thoughts and skills that
10 everybody brings to the process. All those things, I
11 think, are really critically important to forming a
12 foundation so that we can work very well together. Having
13 said that, I will say that I've read quite a few of the
14 applications of the other folks that are going through the
15 interview process and it seems to me, regardless of who is
16 chosen, you're going to have a very very professional,
17 thoughtful, knowledgeable group of people, and I would
18 hope that probably conflicts will be kept to a minimum.

19 MS. RAMIREZ-RIDGEWAY: How will the Commission's
20 work impact the State? Which of these impacts will
21 improve the State the most? Is there any potential for
22 the Commission's work to harm the State? And, if so, in
23 what ways?

24 MS. PERRY: This was the toughest question of all
25 for me because there are so many things to think about,

1 but I'll give you a few that came to mind. I believe it
2 could drastically -- and will drastically -- change the
3 boundaries of Districts and change the players with whom
4 citizens are working to solve their problems. It could
5 also alter the balance of political party power in the
6 State Government, as well as between and amongst ethnic,
7 environmental, labor caucuses, amongst many groups.
8 Districts may be created in a logical, more comprehensive
9 manner, which could result in better defined and more
10 practical communities of interest.

11 Representatives elected to serve these new
12 districts may be more reflective of the communities that
13 they represent, and less influenced by statewide political
14 interests, and I think this could allow for fair and more
15 meaningful representation for the residents who live in
16 those new Districts. Groups of people who had previously
17 felt disenfranchised might feel better able to engage
18 under a more credible system, where the Districts are
19 formed without overt political influence, by whatever
20 party happens to be in power.

21 And finally, new Districts might more accurately
22 reflect the diversity of California, and that might help
23 in communities within that District engaging and working
24 with one another on common issues. The one that I think
25 that would most positively impact the State would be where

1 we have new representatives elected in those Districts
2 that might be more reflective of their communities and
3 less influenced by statewide political interests, and
4 would hopefully allow for more fair and meaningful
5 dialogue within those Districts. I really think that this
6 could be one step, among many, that could help our State
7 start to right itself, and work a little bit better. It's
8 not a panacea, but I think it could be a great start.

9 In terms of harming the State, I worry a little
10 bit about special interests becoming more powerful with a
11 puzzle shift in Districts, and by that I mean what other
12 inroads of influence might be more or newly susceptible to
13 special interests if new Districts result in less "safe,"
14 if you will, seats for any political party. I also worry
15 that, with a change in representation, could some minor
16 community of interest issues sort of fall through the
17 cracks and be lost, whereas maybe before, because of their
18 District, they were a lot more at the forefront. So,
19 those are a few things.

20 MS. RAMIREZ-RIDGEWAY: Describe a situation where
21 you have had to work as part of a group to achieve a
22 common goal. Tell us about the goal, describe your role
23 within the group, and tell us how the group worked or did
24 not work collaboratively to achieve this goal. If you are
25 selected to serve on the Citizens Redistricting

1 Commission, tell us what you would do to foster
2 collaboration among the Commissioners, and ensure the
3 Commission meets its legal deadlines.

4 MS. PERRY: Okay. I really got involved in my
5 community in the late 1980s, and I got involved with
6 something called The Brea Project. I was basically going
7 to work, coming home, going to sleep and doing it all over
8 again, and they put out a call for people to be involved
9 in this thing called The Brea Project. And I thought,
10 "Well, that sounds interesting." And how this came about
11 was, with the completion of the I-57 Freeway, which ran
12 through our city, right down the middle, and the Brea
13 Mall, right next to it, which is a fairly big shopping
14 center, our town was really changing from a very sleepy
15 sort of town, to, in fact, where I lived, we all kind of
16 thought, "Oh, Brea is really sort of backwater town."
17 Well, all of a sudden it was changing drastically, and
18 becoming a regional business center with these changes.
19 And people were really concerned about losing that small
20 town feel that was -- people felt really good about. We
21 had people who had been born and raised and lived in Brea
22 their whole life, quite a few of them, so there really was
23 a cohesive feel to town. They were concerned about over-
24 development, they were concerned about our hillsides, we
25 have hills on two sides of us, and they liked that rural

1 feel, and redevelopment in our town was going on and it
2 was very controversial. And so, the Council wanted to
3 know how we could move forward in a way that changed Brea
4 because we were going to change, but in a way that felt
5 good to people. So, after a lot of fits and starts, I got
6 on one of the three task forces, it was redevelopment and
7 development, and all of us had never been involved in city
8 government or anything in the city before, there were
9 about 20 of us. And so we were very green and we didn't
10 totally understand planning processes, we had a few snafus
11 at first, but as we started to learn, things got better.

12 We were able to start to decipher what the main
13 issues were for development and redevelopment. We were
14 able to get the information we needed to make more
15 informed decisions, and then we worked through each one of
16 those issues and we started with the premise that no idea
17 was a bad idea. After a while, we might set it to the
18 side because it wasn't working as well, but everybody
19 needed to feel free to bring their thoughts forward. And
20 in the end, we came up with a couple dozen recommendations
21 that - and this was about a year and a half process - and
22 we took them to the Council. One was very controversial,
23 the use of eminent domain, which the Council had declined
24 to use at that point, and we told them, you need to use it
25 because people are taking advantage of the city and buying

1 up property, and then selling it for exorbitant amounts
2 back to the city, and our reports was unanimous, and it
3 was on time.

4 My role within the group, I ended up being one of
5 the co-chairs, and those steps that we put together for
6 the city were ultimately the blueprint which they used to
7 sort of re-form the Redevelopment Agency for the city.
8 Our staff was really spectacular, they were people who
9 actually didn't work in the area of development and
10 redevelopment, and they were so good, and we worked so
11 well together that, after a time, we actually got rid of
12 the consultants and just did everything ourselves.

13 In terms of fostering collaboration, I would go
14 back to really working together and trying to understand
15 how people process, taking some time at the beginning of
16 the Commission's work, to learn who we are, each of us,
17 and how we do things, and hopefully form a foundation upon
18 which to work. In terms of meeting the legal deadlines, I
19 think we need to understand the breadth of our task and
20 the deadlines that we have to meet. We need to determine
21 what staff we need to meet the task, get them hired
22 quickly, make sure that they are also comfortable
23 understanding what the task is and what their roles and
24 responsibilities are. Again, invest time early getting to
25 know one another so that we build that foundation upon

1 which to work. And developing a timeline that each of us
2 agrees to, so that we can get through our work in a manner
3 that will work - putting in a little wiggle room because
4 nothing ever works exactly as you want it to, but I do
5 think a timeline helps guide you

6 MS. RAMIREZ-RIDGEWAY: A considerable amount of
7 the Commission's work will involve meeting with people
8 from all over California who come from very different
9 backgrounds and very different perspectives. If you were
10 selected to serve on the Commission, tell us about the
11 specific skills you possess that will make you effective
12 in interacting with the public.

13 MS. PERRY: Again, I will say skills and traits.
14 I believe that I am an active listener. I got some
15 training in college and it was enlightening to me because
16 I found I wasn't a very good active listener at first, so
17 I tried hard to do that. I believe I have empathy for
18 other people, I try to put myself in their shoes, I try to
19 make people feel comfortable, and I try to keep
20 interaction informal, not trying to talk above people's
21 heads and really trying to find out who they are. I try
22 to ask questions in a way that people will understand.
23 Basic communication is really really important to me,
24 especially being around Planners, who tend to talk in
25 Plannerese. I would always say, "How can people

1 understand what you just said?" Because I didn't
2 understand it; so, how do we make it more comfortable for
3 people? I have a willingness to learn about things I'm
4 not well versed in, I am curious, I like to know about
5 things, I have a background of working with people of
6 diverse backgrounds and perspectives.

7 In our city, I served on our Job Center Oversight
8 Committee, we had a Job Center, it was one of the first of
9 its kind in California, not without controversy, but it
10 worked out very well. We had a Community Diversity
11 Committee because our city, like most cities, changed
12 quite a bit over the last 15-20 years, and so we needed to
13 talk about how we could work together better. I was on
14 the Orange County Human Relations Council for three years.
15 I've been on our St. Jude Medical Center Board of Trustees
16 and Memorial Foundation Board and working - we have a very
17 strong program of care for the poor and working with
18 people in our community who have a real need for the
19 services that our hospital provides.

20 And, on SCAG, Southern California Association of
21 Governments, I helped form and chaired our Growth
22 Visioning Committee, which we went out and put together a
23 30-year plan for how our region was going to grow, and you
24 met a lot of different people, a lot of diversity in the
25 Southern California region. It was very enlightening to

1 me.

2 Finally, I believe I have an open mind, I try to
3 really be open to new ideas because they're all around us,
4 and I try to be as polite as possible and treat everyone
5 with dignity, as I would hope they would treat me.

6 MS. RAMIREZ-RIDGEWAY: Mr. Ahmadi.

7 CHAIR AHMADI: Thank you. Good morning, Ms.
8 Perry.

9 MS. PERRY: Good morning.

10 CHAIR AHMADI: I have a quick follow-up question.
11 In response to question 1, when you were describing the
12 skills, you also mentioned having a policy perspective.

13 MS. PERRY: Yes.

14 CHAIR AHMADI: Could you please elaborate on what
15 you mean by that?

16 MS. PERRY: What I mean by that is to think about,
17 whatever ideas or strategies that you put in place, to
18 think about how that will affect other people. Take
19 whatever it is you think is a good idea, a policy, if you
20 will, you want to put in place. On our Council, I will
21 give you an example -- a very good example -- we had folks
22 in our community, especially in my neighborhood, who
23 wanted us to put an ordinance in place that it would be a
24 misdemeanor if you didn't pick up after your animals as
25 you walk them. And we said, "Okay, we could put such a

1 policy in place, but let's think through what that policy
2 means," and if you put that into place as an ordinance,
3 then you need to make sure that you follow-up on that and
4 people adhere to that. That would mean that we would need
5 to have law enforcement following up on that. And so,
6 "Are you telling me that you would like to take Officers
7 off the street and put them in some of these community
8 areas, following people around to make sure they followed
9 the law?" "Oh, well, no, that's not quite what I wanted."
10 "Okay, then do you think that's the policy we need to put
11 in place?" "Oh, maybe not." "Okay, what are some other
12 things we could do that might take care of your problem?"
13 So, having a policy perspective where you really think
14 through what it is you are talking about and what you are
15 thinking you might want to do, and think about all the
16 ramifications of what particular policy, good, bad and
17 indifferent, such as the question you had me answer about
18 what would be the impacts of this Redistricting
19 Commission, the good, bad, and the ugly, and thinking
20 ahead about that. So, I think that's important for
21 Commissioners to think about what they do, how is that
22 going to affect people.

23 CHAIR AHMADI: Okay, thank you so much. You also
24 mentioned that you are a fast data processor, that
25 sometimes you found yourself kind of impatient, and just

1 jump to the location and just do it yourself.

2 MS. PERRY: Yes.

3 CHAIR AHMADI: And you also, when you were
4 describing your response to question 2, you mentioned that
5 -- you shared your experience in your example and you used
6 the word "red" to describe your approach or personality.
7 Do you still feel that you have that kind of approach?
8 And do you find it challenging at times?

9 MS. PERRY: It is my basic processing approach,
10 that is who I am, and each person is who they are. But
11 what I've been able to do, and what it taught me to do,
12 was to slow down - I don't process any differently, I
13 still process quickly, look at things, and get ideas in my
14 head, but then I stop and I want to talk to other people,
15 knowing that other people process information differently
16 than I do. And I'll ask them, "What did you see?" "What
17 did I miss?" And I learned that was really important
18 because one other member on our Council, he and I, we
19 learned we thought exactly the same way, and they put us
20 on a committee one time and we came back and we had all
21 these great ideas, and the rest of the Council said,
22 "Well, did you think about this? Did you think about
23 this?" And we went, "No?" Because it all sounded - they
24 never put us on a committee together again because we
25 didn't have any diversity of thought, we thought so much

1 alike, we processed so much alike. And so I have learned
2 to stop and say, "Okay, that's how I think, so now, how do
3 other people think?" "What did you get from what you just
4 read or heard?" And take those ideas in and then start
5 having the dialogue. So it's taught me to - I still
6 process the same way, initially, but now I stop and slow
7 down, and I want to hear what other people have to say
8 because there are more times than not, they think of
9 things I never would have thought of, and I go, "Oh,
10 changes my mind, makes me think differently." And,
11 really, in the end, I think you come up with a much better
12 product that way, so I've learned to slow down.

13 CHAIR AHMADI: Okay, so what I'm hearing you say
14 is that, at times, it may be a positive skill to have, to
15 fill in the gap, maybe?

16 MS. PERRY: Yeah, I know who I am, and so I don't
17 get impatient with how others are because now I understand
18 that everybody does process differently and I need to
19 understand what they're getting out of it. So, I do my
20 thing and then I stop and ask questions and I listen.

21 CHAIR AHMADI: Do you find it difficult to balance
22 or find the correct balance for when to use this skill of
23 yours and when to just slow down?

24 MS. PERRY: Not too much because I've had to do it
25 now for so many years. There are sometimes when I'll be

1 in a situation, and we have to make a quick decision, and
2 I can make a quick decision, I don't have a problem doing
3 that. And then it's how do I use my other skills,
4 facilitation skills, and helping other people who maybe
5 making a decision that quickly is very uncomfortable for
6 them, to say, "Fine, how can we help you get there because
7 this deadline is out here, what are some things that you
8 need?" And help move things along so they can get to a
9 comfortable place to make that decision quickly. So, I
10 try to be really as open to other people's processes as I
11 am to my own.

12 CHAIR AHMADI: Okay, thank you. In response to
13 question 3, when you were discussing the harm, or the
14 potential harm, you mentioned the potential for some of
15 the community interests to fall through the crack in the
16 haste of decision-making, and meeting the deadlines, and
17 all of that. Could you elaborate on that so I can
18 understand in more detail what you mean?

19 MS. PERRY: Sure. I think it's more when you
20 change Districts, and we had between - the District that I
21 lived in, mainly for my Senate District in the 1990s, was
22 completely changed after the 2000 Census. I actually had
23 to go online and somebody helped me and said, "No, you
24 need to look at a map of all of Southern California in
25 order to see where our new District went," because in

1 Orange County, we pretty much - our Districts were within
2 the County before that, and now they were all over the
3 place. When that happens, your new representatives may
4 have ties and understandings about one part of the
5 community that they are close to, and have lived in, and
6 possibly represented before, but there is another part of
7 that district that they may not know. They don't know
8 what the issues are, they don't know who the people are,
9 they don't know what some of the hot buttons might be, or
10 some of the concerns, real concerns that people have, and
11 maybe the person before, if it was a different
12 representative, really was well versed and was able to
13 move their way through some of the things that were
14 difficult, to get answers and help for people, this person
15 may not have those same skills at the beginning. And so,
16 that could be a detriment to some communities within new
17 Districts. So, it's going to take, I think, some time for
18 representatives and their staffs to learn what their
19 community is all about, and it is also going to take time
20 for those groups in different communities to get to know
21 their representative and start to work together and work
22 out those issues.

23 CHAIR AHMADI: Okay, so kind of like a follow-up
24 to the concept of, you know, District lines changing based
25 on the Census data and movement of the population and all

1 that. In what way do you think the Commission's work will
2 impact your District?

3 MS. PERRY: I think it - I believe it will
4 probably make it different again. Will it go back to the
5 way it was? I have no idea, and I have no preconceived
6 notions of what it might be, but I would imagine, given
7 what I've read of the Act, and understanding that, as it
8 says, hopefully more geographically compact communities of
9 interest, it might veer back more to what it was in the
10 1990s. But, having said that, my community and the
11 communities surrounding me are very different from 20
12 years ago. Ethnic groups have changed, genders have
13 changed, demographics have changed, party affiliation has
14 changed, so who knows? And I see that as kind of exciting
15 because I really watched my county, in particular, really
16 change over the last 15-20 years.

17 CHAIR AHMADI: Do you personally prefer for it to
18 change? Do you personally prefer and hope that the
19 District line changes?

20 MS. PERRY: Yes, yes. And I say that because I
21 believe that it is important to have communities of
22 interest and more geographical compactness, I think you
23 understand who is in your District, and I think your
24 representative can help you better. Having said that, it
25 will be what it will be, and I don't know what the Census

1 data is going to show, and will have to work through all
2 of that. I have no preconceived notions of what it might
3 be, I just hope that the Districts will be more
4 comprehensible to people who live within them, and that
5 they'll feel like, in the end, whoever represents them,
6 and who they choose to represent them, will be someone who
7 will understand their District a lot better.

8 CHAIR AHMADI: What do you think needs to happen,
9 or what factors need to be considered so that the impacts
10 of the potential for communities of interest to be
11 dropped, or not considered - when you compare, for
12 example, various types of interests, and interests may
13 overlap each other, how would you approach to make sure
14 that the impact, the negative impact, is minimized, if not
15 eliminated?

16 MS. PERRY: In terms of being a Commissioner -

17 CHAIR AHMADI: Yes.

18 MS. PERRY: -- drawing the maps?

19 CHAIR AHMADI: If you're selected as a
20 Commissioner, yes.

21 MS. PERRY: Okay. I think it would be very
22 important during the deliberations to really - and I hope
23 people will really get involved in what the Commission's
24 work is, and come out to the meetings, and people will
25 really engage the Commission and tell them who they are,

1 and what makes their community so vibrant, and what they
2 are hoping will happen out of this process, so that the
3 Commissioners can really learn who makes up California.
4 That's all really important information that we, as
5 Commissioners, would need to have as you draw the lines.
6 There is a lot of data that will help you in drawing the
7 lines, but you also need to hear how people think, and how
8 they feel, and what their fears and their dreams and their
9 concerns are. That helps inform you, too. There is the
10 analytical and then there is the human side of the data,
11 and I think it's very important to have both of those, so
12 I'm hoping that people will - the Commission - we would
13 work very hard to get out to as many people as possible
14 and make it as easy and comfortable for people to come and
15 talk with us, and for us to talk with them, as many times
16 it's difficult to people to come to you, so how do we get
17 out to them is important, too, and that we really hear
18 from them and learn what their experiences are and what
19 they hope this redistricting would do for them and for
20 their community and for their individual lives.

21 CHAIR AHMADI: Have you given it any thoughts what
22 might be the most effective approach to get people's
23 input, or public input?

24 MS. PERRY: That's a really tough one because I've
25 spent probably the past 15 years, especially in my elected

1 life, trying to get people to come and tell you what they
2 think, and it is difficult at times to do that. People
3 are very busy, especially right now. People's concerns
4 are for their families, for their jobs, and government?
5 Not so high on the list for a lot of people. As much as I
6 may think it's vitally important for them, it may not be.
7 Just getting food on the table is the most important
8 thing. Having said that, I think it's really important to
9 go to as many parts of the State as possible, as time,
10 money, and schedules will allow, so it makes it easy for
11 people to feel like they can approach the Commission, they
12 don't have to go far. Using any of the social media that
13 we have now a days, Facebook and things like that, if
14 those are ways that can help people get engaged and learn
15 what's going on and feel comfortable giving us information
16 using the Internet. Again, talking to some of the
17 representatives of possibly small groups, nonprofits,
18 heads of different communities, ethnic groups, and they
19 can help us get the word out and get information back from
20 the communities that they represent. How is the bus way?
21 I do not pretend to understand all the best ways to get to
22 people. Using newspapers, for young people, that's less
23 of a thing, they don't do that anymore, I tend to love to
24 read a newspaper, but they don't. But for older folks,
25 they do. And so, what are any and every way that we can

1 get the message out and get input back, I would be open to
2 using, even if it's something I'm not really sure of, I'll
3 try it once.

4 CHAIR AHMADI: Thank you so much. You are a
5 volunteer for the Common Sense California?

6 MS. PERRY: Yes, a board member.

7 CHAIR AHMADI: Board member. Could you tell us a
8 little more about your involvement, since when, and why?

9 MS. PERRY: And what Common Sense is all about.

10 CHAIR AHMADI: What is it all about, yes.

11 MS. PERRY: Our group was formed, gosh, almost
12 five years ago, and we've actually gone through quite a
13 large change in the last couple of months. We have
14 actually taken our nonprofit underneath the School of
15 Policy and Planning at Pepperdine University because we've
16 grown so much and we found we have some common interests
17 there. But it was formed by a group of people, and I came
18 on board after attending one of their sort of initial
19 sessions of talking with people throughout the State, and
20 it was to try to figure out how we could more actively
21 engage people in the State of California, in their
22 government, whatever level of government that might be.
23 And I think the folks who were part of the initial group
24 were really thinking more big picture level, the State of
25 California, and how do we get involved, and things like

1 the State's Budget, and a lot of the different things that
2 you've seen California Forward and different groups get
3 involved in. But, after a time, we came to the
4 realization, and I was quite happy about this, and
5 something I pushed very hard for, we came to realize that
6 where we could really make a difference was at the City
7 and Regional level because that's where government is
8 closest to the people, and a lot of City Councils - I,
9 with the Brea Project that I described to you, I came in
10 understanding and truly believing in civic engagement.
11 Your community knows what they think, and if you give them
12 good information, they're going to give you good stuff
13 back, and I'm not Solomon the Wiseman, I've never
14 pretended to be, and the more information I can get from
15 people, then, in the end, I probably in many cases had to
16 make the final decision, but I knew what people thought
17 and what they wanted, and that was so helpful. And so, I
18 said, "These city folks, many of them don't understand
19 this, they know there needs to be another way, they're
20 getting hammered lots of times on decisions they're
21 making, and they don't know how to engage their community,
22 and they're afraid because they think I'm elected, I'm
23 supposed to represent." And they just couldn't figure out
24 what this civic engagement was all about. And the same
25 thing at regional levels. So, we started out putting

1 together programs and going to different counties and
2 different areas. Anybody who would have us, we formed a
3 group of city managers to help us with this, and we did
4 training sessions, and we've had great success with that,
5 and lots of staff and other people have come to take the
6 training because they truly want to engage their citizens,
7 because Democracy has changed - representative Democracy
8 has changed. And one last thing, we also are giving out
9 grants to communities to do civic engagement projects -
10 very small, \$5,000, \$7,500, but it can make all the
11 difference between a community doing that engagement and
12 not, and we've had really really positive results.

13 CHAIR AHMADI: Thank you so much. I appreciate
14 it.

15 MS. RAMIREZ-RIDGEWAY: Ms. Camacho.

16 VICE CHAIR CAMACHO: Thank you. Go ahead.

17 MS. PERRY: Thank you, It's thirsty work.

18 VICE CHAIR CAMACHO: Hello, Ms. Perry. How are
19 you doing this morning?

20 MS. PERRY: Great, thank you.

21 VICE CHAIR CAMACHO: Good. You had to make a very
22 contentious land use decision.

23 MS. PERRY: Yes.

24 VICE CHAIR CAMACHO: Was this during your term as
25 a Brea City Council person?

1 MS. PERRY: Yes.

2 VICE CHAIR CAMACHO: How did you handle this
3 contentious decision?

4 MS. PERRY: There's a lot more gray hair
5 underneath here than you would ever believe. It was - it
6 was a difficult - actually, I'm thinking of two different
7 decisions, I'm going to tell you the one that comes
8 foremost to my mind. We had a land use project in our
9 city and it was on oil property, very difficult, and it
10 was in our hillsides, and people in our town did not want
11 this property developed at all. "You can't let them
12 develop on our open space." And those were their words,
13 "Our open space." And while I am very much a lover of the
14 open space surrounding our community, and want to do
15 everything we can do to protect that, we don't own it, our
16 city doesn't own it, and so explaining that issue to
17 people was quite difficult because they just wanted us to
18 make sure that nobody built anywhere, and we had to
19 explain to them that there are laws and regulations that
20 we had to follow as a City Council. Given that, we did a
21 lot of civic engagement. We put together a process that
22 looked at our hillsides, and looked at what was important
23 about the hillsides, whether there were things we could do
24 within our General Plan to protect some of those areas,
25 such as ridgelines, things like that, but still allow

1 property owners to have the ability to build on their
2 property. Once we did that, we had a template in place
3 and, so, for this particular instance, we had to work with
4 that, but we still had a lot of people in town who just
5 didn't want this project to happen. And I was a fairly
6 new Council member, and it was really really difficult for
7 me because I felt like I was torn -- both sides pulling on
8 me -- and friends of many years on both sides pulling on
9 me. So, what I did was I asked our Council if we could do
10 a little more civic engagement on this particular project,
11 only we didn't do it, we asked the developer to do it,
12 because if we did it, it would look like we were making
13 decisions on which way we were going to go with the
14 project. We asked them to go out and talk with people and
15 ask them how could we make this project better? What
16 would be acceptable, all of those things. They did. They
17 brought that information back, presented it to us at a
18 Council meeting, and that helped a great deal. We did a
19 lot of fact finding. As I said, this was geological land,
20 this was oil property. With my geology background, it was
21 probably easier for me than for a lot of other people on
22 our Council to understand what they were talking about,
23 but it was still highly technical and complex. Making
24 sure that people understood that in the public, what these
25 folks were talking about, how to cap oil wells, and

1 litigation, and all kinds of things like that, was very
2 difficult. We also had some land use issues around
3 housing on this property. Let me cut to the chase, in the
4 end, I did not make up my mind about how I was going to
5 vote until I got to our final meeting, and I still didn't
6 know how I was going to vote. And I just listened to what
7 everyone had to say, pro and con, I took all the
8 information that I had gathered. We had a very lengthy
9 discussion until almost midnight with the Council members,
10 and in the end, given all that information from the
11 public, from my colleagues, from our staff, I made a
12 decision, it was not a decision that some of my friends
13 were really happy with and they let me know that, and I
14 knew that it would come up the next time I ran for
15 Council, but I made the decision that I thought was right,
16 given the information that I had. And, in the end, many
17 of them came around and said, "I don't agree, but I
18 understand how you made the decision, and why you made the
19 decision, and I respect that you made us understand that."
20 And they were okay with it. And the community that we
21 have sitting out there now is doing quite well, and
22 everybody is pretty proud of it, and we have a lot of new
23 members of our community. But it was really difficult for
24 me. But in the end, you've just got to take a deep breath
25 and make the best decision you can and the one you think

1 is right, regardless of the circumstances.

2 VICE CHAIR CAMACHO: Do you think it was helpful
3 to have the developers go and have the public input?

4 MS. PERRY: Yes, yes. We could not have made the
5 decision without that because it really helped us to
6 understand - one of the things I've come to learn is many
7 times you need to do - you start out and you ask people
8 questions and they'll tell you what they think they should
9 tell you, and you need to drill down a little bit more.
10 It's those - our City Manager used to say this, and I use
11 it all the time, I think it's so true, really what people
12 want to tell you and what's behind some of their answers
13 are their hopes, their dreams, their fears, and sometimes
14 it's really hard to articulate to people where you feel
15 uncomfortable articulating what you fear about something,
16 so you'll say, "Well, I just don't want you to widen that
17 road." "What I'm fearful of is the amount of traffic and
18 my children cross that road going to school." So they
19 won't tell you that and you need to drill down and get to
20 know people and have those conversations, and after a
21 while, you'll start to get - a few brave people will start
22 to say some of those things, and, okay, now let's talk
23 about widening the road and kids trying to go to school,
24 and how can we mitigate that and make that work for
25 everybody. And you start to get to the issues, you can

1 really start to solve instead of, "I just don't want you
2 to widen that road." It's hard for me to do anything
3 without - so, hearing what people had to say during those
4 meetings was very helpful and it kept our staff from, if
5 they had held the meetings, and this has happened before,
6 we learned from it, people would say, "See your staff?
7 They're either advocating or not advocating for that
8 particular project." And your staff really gets stuck in
9 a place they don't want to be in, and you don't want them,
10 so it's better to let the person who wants the project to
11 be the one to go out and do that engagement - in that
12 particular instance. There are other instances, like when
13 you do a city budget, the city ought to go out and do that
14 civic engagement. We're the ones asking, we need to be up
15 front and center. So each engagement is different and you
16 need to think about who your audience is and how best to
17 have a third party neutral do that engagement for you.

18 VICE CHAIR CAMACHO: With that information and
19 with the training that you provided for civic engagements
20 for locals and cities, how would you think would be the
21 best course of action for the Commission to get out there
22 and to get the word out there to the public about this
23 process?

24 MS. PERRY: Again, I think I am most comfortable
25 with putting out information - and this is where it's

1 difficult when you do things like this - getting enough
2 information out to people so that they have enough to make
3 some decisions, or to ask questions, or to come up with
4 some thoughts about what you're doing, not so much that it
5 overwhelms because the Commission is not going to have a
6 lot of time, and you hope to get out to as many people as
7 possible, but not hold back, "Lots of people won't
8 understand that," yes, they will, I truly believe people
9 understand a whole lot more than you think they do. So,
10 how to get people enough information that they can ask the
11 questions and get involved and want to get engaged, and
12 then, also set up processes where people feel comfortable
13 then talking back to you about what they've seen and heard
14 and read. I don't want to be a talking head. I want
15 people to talk to the Commission and tell them what they
16 think, and ask good questions so we can give them the
17 information that they need to be comfortable and to give
18 us back good information. Having said that, again, it's
19 going to be complex because California is a big state, we
20 have a certain amount of time on the Commission to get the
21 input, and take it all in, and then do deliberations, so
22 it's going to take a real game plan of sitting down ahead
23 of time and saying, "Where are the areas in the state that
24 we need to get to? How do we reach those folks?" And it
25 would be great if you could split the Commission up and go

1 in different places, but that won't work, everybody needs
2 to hear what everyone else is hearing. So, how do we go
3 out and do that? And, again, as I mentioned before, are
4 there other media that we can use besides just face-to-
5 face meetings? Can you use social media? Can you use
6 Facebook? Can you use questionnaires? Can you use the
7 Internet? Are there streaming - the meetings like you've
8 done for every one of these meetings, it's great, people
9 can see everything that's going on. Now, maybe they can't
10 ask a question right at that moment, but, then again,
11 maybe they can if you webcast. There are all kinds of
12 different ways. I'd like to see us look at what's the
13 time that we have, what is it that we want to do, what's
14 the game plan, how do we get out there and talk to people,
15 and put together - and what time and money and resources
16 do we have to get the best input back that we possibly
17 can, and get the word out about what we're doing? I want
18 to be as inclusive as possible.

19 VICE CHAIR CAMACHO: So the civic engagement, is
20 there any specific techniques for that that you teach the
21 locals about?

22 MS. PERRY: Every engagement that you do is
23 different, it depends on the group of people that you're
24 engaging, what it is that you want to do. There's three
25 basic types of engagement, there's - and some are more

1 engaging than others, there's where you really just need
2 to get information out to people about a decision that
3 you've made, that you want to make sure that people are
4 thoroughly versed on what it is that you did, that's one
5 way communication, but it's important many times, so
6 people understand why you did what you did. The second
7 kind is where you have a really focused engagement, we
8 just did one in our community on whether to stay with our
9 City Fire Department or go outside, time was short, we
10 didn't have time to do a really full engagement, we had a
11 one-day workshop to not get into all the ins and outs of
12 what a fire department should be and do, but to really ask
13 people, "What's the criteria that you think the Council
14 should use in making the final decision? What's important
15 to you?" Service? Level of service? Cost? Those
16 things. So it was very focused, that's the second. The
17 most comprehensive is when you are able to bring people
18 in, give them information ahead of time, have focus groups
19 -- a combination of focus groups, large meetings where you
20 have give and take, groups of people at tables talking
21 about different things, hopefully over a period of time
22 and people are actually able to come up with
23 recommendations that they give the deciding body, that
24 they can use, so there are three different kinds, some are
25 more engaging than others, but those are the basics. And

1 so those are some of the techniques that we help to train
2 people because sometimes you feel like you have to do the
3 whole thing and, if you try to do that on a really tight
4 timeframe and that really won't work, people are very
5 frustrated, they will not trust you again to do something,
6 and you just actually lost ground with your community. So
7 you have to really think about, "Which one should I be
8 using in this situation?" I hope that answers your
9 question.

10 VICE CHAIR CAMACHO: And so you might use one of
11 those techniques at various locations?

12 MS. PERRY: Yes.

13 VICE CHAIR CAMACHO: You stated you served on
14 Speaker Hertzberg's Commission on Regionalism?

15 MS. PERRY: Yes.

16 VICE CHAIR CAMACHO: When was this?

17 MS. PERRY: That was back in the early 1990s, and
18 I will have to look to get you the exact --

19 VICE CHAIR CAMACHO: That's good, 1990s.

20 MS. PERRY: Right around there. And it wasn't a
21 State Commission, it was when he became Speaker, he was
22 someone who - I didn't know him very well, but I knew
23 people who did know him, and this is when I was president,
24 or around the time when I was in a leadership position on
25 the Southern California Association of Government. And he

1 wanted - he thought Regionalism was something that we
2 needed to do more, more decision-making on the regional
3 level, so in between local and State. And so he invited
4 in a group of people who were involved from business and
5 public office, private sector, non-profits,
6 environmentalists, all different kinds of folks to serve
7 on this, and to write a report for him on whether we
8 thought this was something that could work, what would be
9 some of the things that we could do to make that happen,
10 how that could help the State, so we spent about nine
11 months and traveled around the State, gathered
12 information, wrote up a report, and we had - the funding
13 came from the Irvine Foundation for that, through the
14 Center for - California Center for Regional Leadership - I
15 always have to remember the acronym there, who
16 unfortunately if you go to look for that report, you can't
17 find it because it was on their website and they're no
18 longer a viable nonprofit. So, I went back to look for
19 it, and it's not there. Somewhere, I have a copy. But
20 anyway, so that's what we did. And it was really
21 enlightening for me to go around the state and to really
22 learn about - in the High Sierras, some of the conditions,
23 the economic conditions, so different from my urban county
24 of Orange County, and real different from San Francisco,
25 real different from the Inland Empire, from Imperial

1 County. It really gave me a lot of insights that I didn't
2 have before. You could read about it in the paper, but to
3 actually go and talk to people who live there made a big
4 difference for me.

5 VICE CHAIR CAMACHO: How were you selected to
6 serve on that commission?

7 MS. PERRY: I guess he just talked to people he
8 knew and he - one of the folks who was the head of this
9 California Center for Regional Leadership, Nick Bollman,
10 was a good friend of his, and I knew Nick from some other
11 things I'd done on Regional Boards, and so he, I guess,
12 recommended me and I got sent a letter asking me, "Would
13 you like to do this?" And I said sure, sounds like fun.
14 So, I did.

15 VICE CHAIR CAMACHO: So you didn't apply for it --

16 MS. PERRY: No, you were asked, you were invited
17 to be part of it.

18 VICE CHAIR CAMACHO: Okay, now, that information
19 that you gathered in that nine months that you spent on
20 this work, was it more on the communities and how they
21 lived and how they were different? Or did you get also
22 into the people? Did the people make these regions
23 different?

24 MS. PERRY: It was really a combination of both of
25 those, plus a lot more. What we were trying to do was to

1 understand how are the different regions similar, and how
2 are they different, both in how they worked together. I
3 come from one of the largest regional governments, in
4 fact, the largest in the nation, Southern California
5 Association of Government, it's almost all Southern
6 California, except San Diego. Then, you go and you have
7 very small regional governments. And how are we the same?
8 How are we different? Are there policies at the State
9 level that hinder the work of those regions? Are there
10 policies that help, that work really well? And what could
11 we do to make those policies that don't work, work better.
12 In doing that, though, we had to go and understand what
13 was the economy like? What were the cities like? What
14 were the different communities? Who lived in those
15 communities? What were some of the challenges that they
16 were dealing with? Did you have some different
17 communities - I will say, in mine, in particular, in
18 Orange County, we have probably the largest - one of the
19 largest Korean populations outside of Seoul; we have the
20 largest Vietnamese community outside of Vietnam. That's a
21 whole different community, a whole different group of
22 people, whose culture may not be similar to a lot of other
23 people's. How do we work together? How does that inform
24 us as a region? What do we do? Imperial County - huge
25 farming community, high poverty levels. And so we needed

1 to know all that.

2 MS. RAMIREZ-RIDGEWAY: Time.

3 VICE CHAIR CAMACHO: Thank you.

4 PANEL MEMBER SPANO: You can continue.

5 MS. PERRY: Oh, okay.

6 PANEL MEMBER SPANO: Please.

7 MS. PERRY: Well, it was - Imperial County was
8 probably one of the most interesting to me, an area
9 probably not a lot of us have gotten to, and I've now
10 spent a lot of time down there, and driven down there.
11 And understanding the people and some of the issues, water
12 issues that go on, understanding who they have - the
13 people there have ties with, I would have thought more San
14 Diego, but actually more Riverside County because of the
15 Salton Sea. The poverty level, because farming is - Agri-
16 Biz [ph.] is the biggest thing going down there, and you
17 have a lot of people that live - that's their livelihood,
18 and a lot of people who are laborers, and their family
19 living - their per capita income level is very low,
20 children tend to not be doing as well in school, language
21 differences, so it was a real eye opener for me. This is
22 a part of California I really didn't know a whole lot
23 about, and same thing when we went up and spent some time
24 in the High Sierras, and understanding what the businesses
25 are that are up there - again, logging, tourism, much of

1 that not high per capita, eye opener, different groups of
2 people that live up there, but very different. Going to
3 the Bay Area, just learning about some of the thing that
4 happened there regionally, how the Bay Area, going from
5 really right around San Francisco, Marin County, that area
6 has grown exponentially until now, really, when groups get
7 together, Bay Area and Sacramento, they do a lot of things
8 and get together and talk about a lot of things because
9 the areas have grown together so much. Lots of people
10 live in either the San Joaquin Valley, Sacramento Area,
11 and work in the Bay Area. A lot of that has to do with
12 high housing costs and thing like that, so California has
13 spread out. So, on this Commission, I learned a lot. I
14 learned a lot about the diversity in so many different
15 ways - people, geography, economics, that I really did not
16 know.

17 PANEL MEMBER SPANO: Just on the Hertzberg
18 Commission.

19 MS. PERRY: Yes, yes.

20 PANEL MEMBER SPANO: Well, as a Commissioner,
21 you're going to learn a lot more. Let's go back to one of
22 your responses to question 5. The impact to California,
23 you mentioned your experience interacting with the public,
24 and you said you were on a Job Center Oversight Committee.

25 MS. PERRY: Uh huh.

1 PANEL MEMBER SPANO: And you said it was not
2 without controversy, so I was kind of curious about that.
3 Can you talk about that a little bit?

4 MS. PERRY: Oh, certainly. And you may have read
5 about - there have been Job Centers in different cities
6 throughout the State, less now than there were back in the
7 late '90s, early 2000s when we had our Job Center. And,
8 in fact, in Brea, our Job Center is now closed. It got to
9 a point where we didn't have as many people coming to use
10 it. We closed it because the workers told us they really
11 didn't need it, not because we didn't want it. When we
12 started out, we had groups of especially Hispanic day
13 laborers, who were gathering in different shopping centers
14 throughout our city, looking for work, stopping people and
15 asking, "Do you have work today?" And some of our
16 businesses complained about that. And instead of saying -
17 we had a really terrific Community Services Director, and
18 she said, "You know, instead of saying, "Well, let's get
19 law enforcement out and take care of this problem," we
20 said, you know, "Maybe there's a need for a place where
21 people can gather because, obviously, people are picking
22 these folks up and have need of work, and we can make it a
23 win-win for everyone." So we found a city site that was a
24 vacant lot, that we didn't have need of at the time, and
25 we had a trailer that we fixed up and put on the site, and

1 we opened our Job Center. We hired a part time person
2 because, mainly, it was the morning hours people would
3 come and look for work from 6:00 until noon, that is when
4 most people were coming. And people would come. We came
5 up with a bunch of different policies as we went along,
6 learning as we went what seemed to work best. We finally
7 had to do the lottery system because people were lining up
8 outside the gates way into the early morning, so that they
9 would get number 1 slot, number 2. We finally said, "No,
10 no lottery, everybody come at 6:00 and you pick out of a
11 hat." And we also did it in a way that people who had
12 worked before kind of went a little to the back of the
13 line so that everybody was getting the chance. We did
14 some skills - some ascertainment of their skills, so that
15 we could help them understand maybe what jobs they would
16 be best suited for, also language levels, people who
17 weren't picked that day for a job, there wasn't work for
18 them, we brought in English as a second language teachers,
19 volunteers, who would give classes for the workers so that
20 they could - and this was for men and women, people who
21 wanted to do house-cleaning, things like that, so that
22 they would have some of those skill levels. And we taught
23 it first to specific skills and jobs, and then continued
24 on to hopefully help them be even better English speakers.
25 One of the controversies that came up about us, we had

1 some folks in town who didn't think this was such a great
2 idea, "Who are these people? Are they Brea residents?
3 Are they illegal's? Should they be here?" And we had
4 some folks in the legal community who actually were sort
5 of nosing around and threatening to sue. And so, what we
6 finally came up with was we said, "Okay, here's what we'll
7 do. We will ask people - this will be for Brea residents,
8 and if you can show us a phone bill, anything that shows
9 us that you live in Brea, you can use the Job Center. And
10 we didn't insert ourselves into whether you're a citizen
11 or not, because, really, it was whoever hired them, that
12 was their duty to make sure that someone was legal, or
13 illegal, whatever the case might be. So, we didn't get in
14 the middle of that controversy. And that seemed to work
15 quite well. And so, as I said, we learned as we went,
16 but, to us, the most important thing was these are people
17 with families, people who wanted a job, who were willing
18 to work, and we tried to help them with their job skills,
19 tried to help them with making sure they didn't get ripped
20 off, they didn't do a day's work and not get paid - that
21 happened - what their recourse was because lots of times
22 they were afraid to complain. I am very proud of what we
23 did, I felt it was a very humane and it's the way you
24 treat people, with dignity.

25 PANEL MEMBER SPANO: Why is it not needed anymore?

1 It's just not a market --

2 MS. PERRY: I don't know. At the time, we just
3 didn't have a lot of workers coming. It got down to where
4 we had three or four people, that was about it each day,
5 coming to the Center. And we finally - it was when times
6 were a little bit tough, back in 2004, I think it was, and
7 we just found that we couldn't sustain it any longer
8 because we had staff there doing different things and we
9 said to the workers, and they said, "No, we understand,
10 there is another place, actually, in a neighboring city
11 that we can go." And so it sort of worked itself out. We
12 were surprised, but there didn't seem to be the need for
13 it. Would there be a need again today, I think our
14 community would be right back there doing it again. It
15 was very successful. People thought it fulfilled the need
16 for the citizens who lived in our community, and it
17 fulfilled the need for these folks who needed work.

18 PANEL MEMBER SPANO: You mentioned earlier the
19 success you achieved on the Brea project, a new group of
20 people getting together for the first time. It worked so
21 well, you said, that you got rid of the consultants. Can
22 you talk about a little bit the consultants, well, and how
23 the group finally achieved a point where they decided that
24 they didn't need them anymore?

25 MS. PERRY: Sure. And I knew when I said that,

1 that it might make people's ears perk up because I totally
2 believe in consultants, since I am one. But we had a firm
3 come in who did these kinds of very large engagement
4 processes, and they put together a terrific process for
5 us. But, as our group especially really worked - and we
6 had the largest task, the development and redevelopment,
7 the others were traffic and maintenance, ours was huge -
8 and our staff members were really really good, and our
9 main staff person was our Community Services Director, and
10 she is just a tremendous lady, and she helped us work
11 through really how do you do civic engagement, and how do
12 we get everybody involved, and she knew - she had worked
13 at the city forever, so she knew who to go to, to get us
14 the information that we needed. And, at a point, our
15 consultants were saying, "Well, you need to do it this
16 way." And we finally said, "That's not working for us.
17 What's working for us is what we're doing. And we're
18 getting the information we need, we're engaging the
19 public, and we think this is terrific and we don't want -
20 we think that's going to cut off debate and discussion."
21 And so we finally said, "You know, maybe it's best if you
22 go work with the other two groups because we're doing just
23 fine on our own, thank you." And they went, "Okay," and
24 they went off and spent their time with the other two
25 groups, and we just moseyed along and did quite well on

1 our own. So it was - you know, we didn't try to be harsh
2 about it, but it was kind of we had learned enough over
3 time that we knew what was working best and how the
4 community was really engaging us when we would go out and
5 talk with them, and we thought that was the best way. So,
6 we trusted our gut and did what we thought was working.

7 PANEL MEMBER SPANO: Did you gauge it by the
8 public's reaction, too, right?

9 MS. PERRY: Yeah. We weren't getting stoned,
10 let's put it that way, so given the issues we were talking
11 about, that was a real --

12 PANEL MEMBER SPANO: [Inaudible]

13 MS. PERRY: -- yes, thank you, I know. That was a
14 real consideration because there were many people in town
15 who were not happy about redevelopment, and so - but they
16 were happy with the way we were engaging them and asking
17 questions about what they didn't like about it, and sort
18 of where we were coming out on it, how we thought the
19 Council should change the process so that it would be more
20 equitable to people. And they liked that.

21 PANEL MEMBER SPANO: Knowing what you learned
22 here, you're going to be on a - maybe, if you're selected
23 as a Commissioner - brand new commission, whole new set of
24 people, you only know what you know from the interviews
25 and their application. What would you recommend in hiring

1 staff and the importance you know in the role of staff,
2 and hiring consultants? What would you like to see in
3 both?

4 MS. PERRY: Well, I think, to start out with, as a
5 commission, as I've said before and I'll say it again
6 because I just think it's that important, I think it would
7 really behoove the commission to take some time at the
8 very beginning to get to know one another and, you know,
9 read everybody's application, they're all online, we can
10 all see that, but talk to one another and just get to know
11 one another on a human level, and spend a little time
12 then, as you get into the commission's work,
13 understanding, "Do we all understand what it is, what our
14 task is?" And all the different steps and things that go
15 into that task. Every time I read Prop. 11, the Act that
16 formed all of this, I read something new. I get something
17 new out of it. Just listening to - I listened to a couple
18 of interviews just to get a feel and I went, "Ah, I didn't
19 know that. I didn't read that. That's really
20 interesting. The Commission is going to do that." So, I
21 think it's really important that everybody have a good
22 sound foundation and understand equally what the
23 Commission is going to do, then, once you know that, then
24 using some of the people, if I understand correctly, the
25 Secretary of State's Office will step in to help, but I

1 believe that, given some of the new regulations, the
2 Department of Audits will also help some in just that
3 transition period. But how best do we - what kinds of
4 staff members do we need? Legal help, planning help,
5 analytical, statistical help, who are the folks that we
6 need to help get us what we need? I know that some people
7 - you may have some people on the commission who have gone
8 through a redistricting at a smaller level, they probably
9 will have lots of ideas and good advice to give. And
10 then, besides your basic staff that you have, there will
11 be lots of consultants, people who have specific
12 information that you will need in a particular area, but
13 you don't need them as a full time staff member. And so,
14 again, who are those folks? What do we need, given what
15 it is we think we are going to need to be looking at? Who
16 will those people be? Who are the best folks out there?
17 Can we get them to come and help us for the amount of time
18 that we need them, learning and - then, being open to, as
19 you go down the line you're going to find that, oh,
20 there's an area we need some help and we don't have
21 anyone. How do we get somebody on board to help us with
22 that? Consultants are really great to help bring
23 particular expertise and information to you on a short
24 term basis, some maybe longer, but more often it's a short
25 term basis. But your staff needs to be really solid. If

1 your staff is not solid, you're not going to do well, I
2 believe.

3 PANEL MEMBER SPANO: Your time as Manager of
4 Member Relations at the Southern California Association of
5 Government, SCAG?

6 MS. PERRY: SCAG, it's easier.

7 PANEL MEMBER SPANO: You state that you did
8 conduct outreach to city and county elected officials.

9 MS. PERRY: Yes.

10 PANEL MEMBER SPANO: I guess you were one,
11 yourself, at one point.

12 MS. PERRY: Yeah, before that.

13 PANEL MEMBER SPANO: Do you maintain contact with
14 any elected officials, local, State, the Governor?

15 MS. PERRY: Mainly the contacts that I have are --
16 a lot of them are no longer in office. Those that are in
17 office are on the city level, and they are few and far
18 between. Mainly the folks in my city that I know and
19 surrounding cities, just because we became friends over
20 time, but when we tend to see one another, I feel really
21 strongly that I had my time on Council, my 12 years, and
22 it was wonderful, and I wouldn't have traded it for the
23 world, but when you decide to leave, and I decided it was
24 time for me to leave, I hope that for my community I'm in
25 sort of an Elder Statesman role, and if people ask me,

1 I'll try to help them as best I can and give them whatever
2 wisdom from my experiences I can give them, but they're
3 there to make decisions, not me. And so now I've kind of
4 become more of a community member. I still care about my
5 community. As I mentioned, we had the little fire thing
6 that came up, I got up in front of Council and I said what
7 I thought, as a citizen. But as far as elected officials,
8 like I said, I know them as friends, but that's an old
9 world sort of to me, now. And if I understand, you might
10 be asking would there be any influences or anything from
11 that, no, none at all.

12 PANEL MEMBER SPANO: If - it seems like people are
13 very comfortable approaching you, and --

14 MS. PERRY: I hope so.

15 PANEL MEMBER SPANO: -- if any elected official,
16 or members of groups, interest groups that you may have
17 interacted with, come to you and say, "You know, gosh, I'm
18 so glad you're on the Commission now, Citizens
19 Redistricting Commission, I want you to hear what I have
20 to say because I think it's important that you draw the
21 lines this way to serve my needs," outside of a public
22 meeting, what would you do?

23 MS. PERRY: I would say to them, "I encourage you
24 - I'm glad that you have interest, I'm glad that you have
25 information that you'd like us to have, I cannot talk to

1 you about that outside of an open public meeting, and I
2 would encourage you to either come to a meeting, put your
3 thoughts in writing, whatever means that we have as a
4 commission we've put out there, Internet, e-mail,
5 whatever, get that information so that the whole
6 Commission can hear what you have to say and together
7 deliberate and discuss that." I am all about integrity.
8 I am all about integrity of the process, I've lived under
9 the Brown Act for all of my elected life, and I truly
10 believe in it, not only because it's the letter of the
11 law, but it's the spirit of the law. One of the things
12 that excites me the most about this Commission is that it
13 has been done in such a way that I feel it really is above
14 the fray, if you will, and everybody -- as little
15 influence as possible has been a part of this, and I hope
16 that will continue. And if people have something to say
17 and they think it's something good to say, then they ought
18 to feel comfortable saying it in public with everybody
19 hearing it. And I should not get any information that
20 everybody else doesn't get. And, I will tell you, and I
21 did this when I was on Council, if someone came to me and
22 said that and I gave them my answer, at the next meeting
23 of the commission, I would start out by saying, "I need to
24 let you know that I was approached by this group, and this
25 is the answer that I gave." So everything is above board

1 and everyone knows what happened.

2 PANEL MEMBER SPANO: Thank you.

3 MS. PERRY: Uh huh.

4 MS. RAMIREZ-RIDGEWAY: Panelists, are there
5 follow-up questions?

6 CHAIR AHMADI: I don't have any.

7 MS. RAMIREZ-RIDGEWAY: No? Ms. Perry, picking up
8 on what you were discussing with Ms. Spano, we've heard a
9 lot of people come before us and say that this commission
10 is supposed to be comprised of Average Joes and Jane's.
11 Given that you have a public comment in your favor from
12 Ms. Dauscher, a former member, and you've had an
13 appointment by Mr. Hertzberg, and I imagine, correct me if
14 I'm wrong, that you worked for organizations that may have
15 had some lobbying activities --

16 MS. PERRY: Uh huh.

17 MS. RAMIREZ-RIDGEWAY: You know, what would you
18 say to those individuals who are skeptical about whether
19 or not you have an appropriate place on the Commission,
20 given that history and those connections, however
21 attenuated they may be at this time?

22 MS. PERRY: That is a really fair question and
23 thank you for asking it because it allows me to tell you
24 how I feel about it. All you have to do is go back and
25 look at my record as a public official. I did - I served

1 on - this is the best example I can give you. I served on
2 our Transportation Authority for several years in Orange
3 County, and we had more lobbying going on than I could
4 even believe, it was uncomfortable at times, to me. And I
5 had people coming in and saying to me, different
6 engineering firms and group, you know, "Let me take you
7 out to lunch. I want to talk to you about this contract
8 that's coming up." And I would say to them, "No, thank
9 you. Our staff is going to look over each of the
10 responses to projects, they will bring a recommendation to
11 us, and in that meeting is where I will ask any and all
12 questions. And if you're at that meeting and I have a
13 question about your firm, and it's appropriate for you to
14 answer, that will be the time for you to answer." But, to
15 me, it was not appropriate to be lobbied. I was very
16 uncomfortable in that role, and it was just not something
17 I did. I didn't take money - people would ask me, "May we
18 do fundraisers for you?" "No, thank you." Because that
19 would mean I would have to recues myself from votes when
20 they would come up. And if you're doing the people's
21 work, you need to do the people's work - all the time, and
22 not have to recues yourself because somebody gave you
23 money. It may sound old-fashioned, it may be Pollyanna-
24 ish, it's just how I roll. I want to be able to say that
25 I made decisions because I did the work, I thought that I

1 took in the information, I heard what people had to say,
2 and no one had undue influence on me. I learned this -
3 one of, actually, the Council person who appointed me to
4 the Parks and Rec Commission, sort of my first little bit
5 of government work, and he told me a story, and it has
6 always stuck with me, that he had a developer give him
7 \$300 for his Council campaign, and then when something
8 came up with that person, they said, "Well, but I gave you
9 money for your campaign, you need to listen to me." And
10 he said, "How much did you give me?" He said, "I gave you
11 \$300." He said, "Here's your money back. All you get
12 from me is I will listen to what you have to say, but your
13 money does not buy you influence. And that's how I feel.
14 Again, I don't know how to say it any more strongly than
15 that. I did my work and I would always be there to listen
16 in a public forum, but I believe that everybody has a role
17 and my role was a policy maker and to listen to people in
18 a public forum.

19 MS. RAMIREZ-RIDGEWAY: As you know, the first
20 eight Commissioners choose the next six.

21 MS. PERRY: Uh huh.

22 MS. RAMIREZ-RIDGEWAY: What role will diversity
23 play in your selection if you are lucky enough to have
24 been pulled out of the hopper?

25 MS. PERRY: Well, I believe that the Act and the

1 whole Commission is based on making sure that we, as much
2 as possible, represent the people of California, and the
3 diversity that is California, in so many different ways -
4 ethnicity, gender, party - I mean, that's very much a part
5 of it - but all those different things because that gives
6 you, without that diversity sort of what I talked about
7 before, understanding where different people come from,
8 and having people who have a whole bunch of different
9 skills, and how as a whole that makes you, as a group,
10 you know, this, you're vulnerable, this, you're much
11 stronger. And so I really believe that you need to have
12 as much diversity, while having the skill levels that you
13 need on the Commission, as possible. So, in choosing,
14 from what I understand, the eight people who are chosen
15 out of the hat will - for the other six - will put
16 together slates of people. And I think that is a really
17 neat idea, I just read that the other day and I like that
18 because it means, as you are doing that, it's not just
19 picking individuals, you're trying to look at, "Okay, of
20 the eight of us, is there anything that we're lacking, or
21 that we don't have as much of as we would like to
22 represent the people of California? And how do we put a
23 mix of the other six together to augment that, to make us
24 a really strong cohesive group, to show that diversity?"
25 So, I think it's really important and I like the process.

1 It's not one I would have thought of, but I kind of liked
2 it when I read it. Does that answer all -

3 MS. RAMIREZ-RIDGEWAY: It does, it does. I think
4 I'm good. Panelists, do you have additional questions?

5 CHAIR AHMADI: I don't.

6 MS. RAMIREZ-RIDGEWAY: I could go on, but you
7 don't have much time and we're trying to give people an
8 opportunity to give a closing statement, so you have about
9 just under two and a half minutes.

10 MS. PERRY: Oh, that's perfect. I try to be
11 brief. I realize, actually, when I was listening to some
12 of the tapes back that you all had some questions, and I
13 hope you were able to get them answered about some of the
14 things that I've done because elected officials can be
15 really verbose, and so I've tried very hard in my life to
16 be very brief, and so I may have been too brief for you.

17 I just want to thank you again for allowing me the
18 opportunity. I can't tell you how honored I am to have
19 been asked to come back for this interview. All of my
20 friends are like so excited, I think some of them are
21 probably watching, you know, "Oh, this is so cool, this is
22 such a neat thing that's going to happen for California,"
23 and it has made me really excited about the future for
24 California because there have been times when I haven't
25 been as optimistic as I normally am about where we're

1 headed as a State. I think this is one way that we can
2 right the ship, if you will. I think it's fair, it's
3 equitable, it's going to be exciting to see what happens.
4 And regardless of what happens, whether I'm picked or not,
5 I'm going to be really interested and rooting for what the
6 final work that comes out of what this commission does
7 because I think it is so important. And I think the level
8 of folks who have taken the time to do that whole
9 supplemental application, it was really something, it is
10 tremendous. And you have some really wonderful people to
11 choose from, so I think the State of California will be in
12 good hands with this Commission. So, again, thank you so
13 much for allowing me the opportunity to be here today and
14 to talk with you. I appreciate it.

15 VICE CHAIR CAMACHO: Thank you.

16 CHAIR AHMADI: Thanks.

17 PANEL MEMBER SPANO: Thank you.

18 MS. RAMIREZ-RIDGEWAY: Thank you, Ms. Perry. We
19 will go recess until 12:59.

20 (Off the record at 12:29 p.m.)

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